

**EXTRORDINARY CHAMBERS IN THE COURTS OF CAMBODIA  
CODE OF STAFF CONDUCT  
DECLARATION OF THE EMPLOYEE**

I, \_\_\_\_\_ (print name) hereby declare that I will act in the performance of my official duties in the Extraordinary Chambers in the Courts of Cambodia with the interests of the ECCC only as the guide for my conduct. I declare I will abide by the following principles of ethical conduct which are set out in Chapter 11 of the Personnel Handbook, and which apply to all ECCC National staff:

1. Employees shall not hold financial interests that conflict with the conscientious performance of their official duties.

2. Employees shall not solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or whose interest may be substantially affected by the performance or non-performance of the employees' duties.

3. Employees shall not solicit or accept any gift, payment or other item of monetary value from any person employed by, or seeking employment by, the ECCC.

4. Employees shall not make unauthorized communications or promises of any kind purporting to bind the ECCC.

5. Employees shall not use public office for private gain.

6. Employees shall disclose waste, fraud, abuse and corruption to the appropriate authorities.

7. Employees shall adhere to all laws and regulations that provide equal opportunity for all regardless of race, colour, political or religious affiliation, sex, national origin, age or handicap.

8. Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or these standards of ethical conduct.

9. I understand that the violation of any part of this Code of Conduct can result in disciplinary action against me, including loss of employment, and can harm the interests of the Extraordinary Chambers in the Courts of Cambodia, the Royal Government of Cambodia, the Cambodian people and the world community by undermining confidence in, and possibly international financial support of, the ECCC.

Accepted and signed on (date) \_\_\_\_\_ by:

(Signature) \_\_\_\_\_