

Code of Ethics

of

Foreign Environmental Cooperation Center

(2023 Edition)

I. Purpose of the Code

It is the policy of FECO that certain rules and guidelines regarding employee behavior are necessary for efficient business operations and for the benefit of all employees. Accordingly, this Code of Ethics (the “Code”) has been developed to provide support and guidance for appropriate behavior to FECO’s employees (regardless of their form of contract), and to enhance their ethical standards and professional conduct.

II. Application

All FECO employees, including its directors, officers, as well as its consultants, and independent experts, will be held accountable for adherence to the Code.

Employees failing to adhere to the Code may be subject to disciplinary action, up to and including termination, and may be subject to legal action.

III. Ethical principle and guidance for conduct

This section of the Code defines FECO’s values and ethical principle in detail and provides employees with structure and guidance for their performance.

1. Compliance with laws

Employees are required to observe all applicable government laws, rules and regulations, which are the basement governing their performance and work.

2. Public Welfare

Employees shall at any time make efforts to ensure the most effective management of public resources within their responsibilities, and shall be devoted, fair and impartial in the performance of their duties, especially in dealing with the relations with the public.

Employees shall not at any time take unfair advantage of the public money, public

property, services or information gained in the course of their business or because of their duties to engage in any activities unrelated to their business.

Employees shall not improperly take advantage of their positions to obtain benefits for themselves or their families and shall not do any business inconsistent with their functions and duties or the fulfillment of these responsibilities, or acquire any position and function, or have any economic, commercial or other similar interest therein.

3. Loyalty to FECO

Loyalty means that employees owe their duty entirely to FECO and shall recognize no other authority in the performance of their duties. Employees shall avoid conflicting loyalties to other institutions or groups which may affect the performance of their duties or prevent them from discharging their functions consistent with the mission of FECO.

4. Non-discrimination

Employees are expected to understand and respect different cultures and individuals with different points of view, and to avoid discrimination, prejudice or bias in their relationships with each other, regardless of nationality, race, gender, color, religion, age, sexual orientation and social status.

Employees are prohibited, at any time, to afford any undue preferential treatment to or improperly discriminate against any group or individual, or otherwise abuse the powers and prestige vested in them.

FECO does not authorize and will not tolerate any form of harassment, discrimination, or other inappropriate conduct by any employee.

5. Objectivity

Employees shall perform a professional service with the principle of objectivity. It means that employees shall not compromise their professional or business judgment because of bias, conflict of interest or the undue influence of others.

6. Transparency

In the relationship to different financing organism and partners, FECO uphold the

principle of transparency with regard to the treatment of information. This principle requires all employees to conduct business in a transparent manner, refrain from deceptive or fraudulent acts and practices, keep accurate records and make timely and complete disclosure of information, subject to relevant obligations of confidentiality and data privacy protection.

7. Confidentiality

All employees shall keep confidential the information of confidential nature in their possession, unless otherwise strictly provided for the needs of national legislation, performance of duties or justice.

Employees may not share with unauthorized recipients any information that is designated by FECO policies to be confidential or that the employees know or should know to be confidential or subject to restricted disclosure.

This obligation remains in force after termination of employment.

8. Professional Behavior

Employees shall effectively perform their duties and functions in a manner consistent with the established and accepted standards of the profession and avoid any action that may discredit the profession.

9. Anticorruption

Employees must not solicit or accept, facilitate or encourage, directly or indirectly, any benefit for themselves or for others, in exchange for any act or omission related to the performance of their official functions.

Similarly, employees must not offer or give money or any other benefits, directly or indirectly, to any government authority, representative or employee of any company or institutions, in exchange for acts or omissions related to the performance of the other party's job responsibilities.

10. Conflict of Interests

Employees shall avoid any situation involving a conflict (or the appearance of a conflict) between their personal interests and the interests of the FECO. Whenever a

potential conflict arises, personal interests must yield to the best interests of FECO.

Employees shall, according to the laws and administrative policies and as required by their positions, announce the business, commercial and economic interests, or activities for financial gain which may constitute a conflict of interests, and shall comply with the measures prescribed to reduce or eliminate such conflict of interests when a conflict of interests between their duties to FECO and their personal interests may appear or is perceived.

11. Gifts and Favors

Employees shall not, directly or indirectly, solicit or accept any gifts or other favors that may affect the performance of their duties or judgments.

Employees may also not give gifts or favors of significant value that might influence decisions or actions of parties doing business with FECO.

12. Outside employment and other activities

Employees may engage in an activity provided that such an activity: (1) does not violate the applicable laws, regulations and policies; (2) does not interfere in their professional responsibilities within FECO and does not affect public confidence in the impartial performance of their functions; (3) is not contrary to FECO's mission.

13. Protection of FECO's Assets

Employees are responsible for exercising utmost care and judgment to ensure that assets belonging or entrusted to FECO (such as GEF trust fund assets) are not misused or wasted. These assets include, but are not limited to, its equipment, computers, software, supplies, funds, intellectual property rights, information and documentation, and other property. Employees shall protect and conserve such property and use them in accordance with any applicable administrative regulations of FECO.

IV. Implementation

1. Administrative Support for the Code

The Discipline Inspection Committee FECO will supervise awareness-raising of the Code, giving suggestions to and monitoring compliance with the Code and

investigating or referring for investigation identified or alleged violations. This Code of Ethics shall be distributed to each employee at the time of employment, and publicly available.

2. Avenues for Reporting

There are three channels for employees or other parties to report compliance with the Code or other business conduct concerns:

- Call the hotline at +86-10-82268825 where they can speak to the Grievance Focal Point who will process the report for them.
- Make a disclosure through the email account which is jiwei@fecomee.org.cn
- Make a disclosure through Complaint Mailbox which has been set in FECO's office building, from which the Grievance Focal Point will timely and regularly collect complaints and whistle-blowing information.

While FECO highly encourage stakeholders to leave at least one method of contact so that related resolution could be provided, anonymous feedback or complaints is also acceptable and will be deal with by FECO.

3. Disciplinary Action for Violations

According to the "Interim Provisions on the Punishment of Staff of Public Institutions", the staff of FECO shall bear disciplinary responsibility for violations of law and discipline. FECO will adhere to the principles of justice, fairness, combine education with punishment, and take appropriate measures and make decisions in accordance with local environment.

On the basis of the nature, circumstances, and degree of violations of law and discipline, there are four specific types: (1) warning; (2) demerit on employment records; (3) downgrading or removal; (4) dismissal. Staff who are suspected of committing crimes shall be transferred to judicial organs for investigation.

4. Employee Protection Mechanism

FECO will protect all employees from reprisal, retaliation or other adverse action when they report alleged violations of the Code or other acts of fraud or corruption. Therefore, employees will not be subject to reprisal as a result of reporting a suspected violation of the Code as long as they do so in good faith and have reasonable grounds

for their suspicion.