

CESTA ZMĚNY



Path of Change

ETHICAL CODE

Our politics is based on belief in the citizens of the Czech Republic. Our existence depends on mutual trust and trust of the public. We are seeking long lasting goodwill and integrity of our conduct. We request absolute honesty in all matters within as well as outside CZ. Adherence to the highest standards of behavior is of extreme value and requires personal effort from every one of us.

Cesta zmeny (Path of Change), its members, political representatives, registered supporters, employees, workers, and candidates for public offices comply to the standards listed in this Code, abide effective laws and norms and are bound by internal control procedures. In case of an unclear or ambivalent law, norm, or procedure, they are seeking solution that is legal and at the same time ethical.

Should not be any specific case described in this Code, it does not mean it is of lesser importance. We will discuss at the highest political level all contentious issues concerning correctness and/or suitability of any act of behavior.

We believe that integrity and credibility of CZ rest upon four fundamental pillars:

1. Honesty and candor in all activities
2. Justice as the highest value in all activities
3. Prevention of conflict of interest
4. Integrity in using party resources

I. Honesty and candor in all activities

The representatives of CZ are responsible for high standard of their personal and professional conduct and adherence to this Code consider a matter of their personal honesty:

- a. No one offers, asks for, or accepts any personal rewards, provisions or other forms of remuneration in relation to any activity connected to CZ.
- b. No one asks for any reward for themselves or third party in relation to any transaction, service or confidential information connected to CZ.
- c. No one accepts offers for free promotion of themselves as candidates of CZ or CZ as a political party.
- d. No one offers, asks for, or accepts any personal gifts of excessive value, lavish treats or other advantages.
- e. Every one seeks to disclose activities connected to them and their families; and to avoid anything that may cause conflict of interest or illusion of such conflict.

f. No one constitutes any direct or indirect legal commitments, formal or informal, in relation to CZ without prior mandate from authorized body. All commitments have to be clearly defined and confirmed in written.

g. All elected candidates of CZ have to present a complete report of their business activities and interests and a property report.

h. Under all circumstances, every one attends compliance with accounting rules and procedures and requirements regarding data protection.

Personal honesty and moral integrity are of the highest priority of CZ. Members of the party, its political representatives, employees, workers, and candidates for public offices, who are aware of any problematic or potentially illegal activity connected to CZ, are required to announce this to the respective bodies of the party. All are absolutely open towards controlling bodies of CZ, legal advisors and auditors. Any attempt to hide for whatever reason significant facts will be considered breach of this Code.

2. Justice as the highest value in all activities

All our activities are based on just conduct and respect to others within as well as outside CZ.

a. This provision applies primarily to our demeanor towards political competitors in all electoral districts.

b. Members of the party, its political representatives, employees, workers, and candidates for public offices must act towards each other with mutual respect, consideration and understanding.

c. We openly discuss any problems related to CZ and resolve opinion differences without delay as we believe that effective communication stimulates creative environment leading to high performance.

d. We treat our voters and all citizens of the Czech Republic equally and with respect. We consider just competition to be the fundamental legal and ethical condition.

3. Prevention of conflict of interest

We are avoiding any situations and activities, may they look innocent on the first sight that could be perceived as conflict of interest.

a. As individuals, we are meticulously particular about not using confidential information for one's own benefit.

b. Confidential information related to members of CZ, its political representatives, employees, workers, candidates for public offices, including data stored in electronic form, are protected in compliance with law and may only be made public in case required by law.

c. Our goal is to balance the right for privacy with the increasing demands for access to information.

d. Politicians often have opportunity to sit in various committees, governmental agencies, for-profit or non-profit organizations. Representatives of CZ in these cases pay particular attention to prevention of conflict of interest or illusion of such conflict.

4. Integrity in using party resources

We are looking after all our resources including the name of CZ and never use them in a way that may be perceived incautious, improper or pursuing personal benefits.

a. Political contributions in form of money, goods, services or support for CZ or its candidates are regulated by Financial Rules of CZ.

b. Political contributions in form of money, goods, services or support for CZ or its candidates are illegal if not taxed as gifts in accordance with valid legal norms.

c. Loans with the purpose of financing CZ activities have to be in agreement with valid legal norms and common principles.

d. CZ does not accept any political contributions that may be in conflict with legal order of any country of the European Union. All contributions are approved by top management of CZ.

e. Contractors, subcontractors, lawyers, advisors and consultants are selected in respect to quality of services and competitiveness of prices and tariffs. No fees or provisions are paid outside clearly defined contracts for goods and services intended for exclusive usage by CZ.

f. It is in collision with this Ethical Code and we consider illegal to accept any bribes in relation to CZ activities that may in any way influence any private or public business activities. Although some practices may not seem illegal and unacceptable given the common standards, Cesta zmeny (Path of Change) always acts in a way that meets the highest ethical norms and seeks avoiding of even slightest illusion of impropriety.

5. Fundamental Principles of our Conduct

In politics we believe in and conform to the following principles:

i. Non-selfishness

Holders of the public offices have to decide in agreement with public interest. Their behavior shall not be motivated by aspiration to gain for themselves, their relatives or friends financial reward or other material advantages.

ii. Integrity/Incorruptibility

Holders of the public offices must not have any commitments, financial or other, towards persons or organizations that could influence fulfillment of duties of their official functions.

iii. Objectivity

When exercising public functions, including appointment for public office, holders of the public offices have to base their decisions related to contract selection or recommendation of individuals for rewards exclusively on capabilities, moral qualities and merit of respective candidates.

iv. Responsibility

Holders of the public offices are responsible for their decisions and acts to the public and have to conform to the control the public has over their office.

v. Openness

Holders of the public offices have to be utmost open about their decisions and acts. They have to explain their decisions and limit access to information only where required by public interest.

vi. Honesty

Holders of the public offices have to make public all private activities that are in any way connected to their public duties, and solve conflicts in a manner that protects the public interest.

vii. Leadership

Holders of the public offices have to support these principles by personal example.

6. Implementation

In the 21st century, the world, society, our country and economy exist in the state of permanent change. Technological advancements, new competition and uncertain global environment only strengthen our feeling that for every one of us, it is necessary to follow high standards of conduct. Cesta zmeny (Path of Change), its members, political representatives, registered supporters, employees, workers, and candidates for public offices is aware of this demand and agree to comply with this Code. Top management of CZ is responsible for monitoring adherence to the Code and cross-checking potential or real breach of its norms.

Any breach of norms present in this Ethical Code will lead to initiation of disciplinary proceedings, possibly leading to immediate dismissal or other necessary measures.