

# Code of Conduct

The Code of Conduct of Resilience of Health Care Systems defines the principles, conduct and ethical standards that are expected from all persons connected with the organisation.

## **Goal and values:**

The Organisation is a knowledge transfer and cooperation community founded in Latvia, which provides a forum for cooperation between healthcare, security and defence sector representatives in the Baltic Sea region. The Organisation's goal is to advance the preparedness and resilience of people-oriented health care systems, as well as to promote the improvement of the sector's response capabilities in crisis situations. By nurturing inter-sectoral cooperation with experts, NGOs, the private sector and the public, the think tank promotes research, participation, and knowledge transfer. The Organisation develops thematic think tanks, and devises methodologies and training materials, in order to strengthen the resilience of the health care system and ensure its sustainability in Latvia, the Baltic Sea region and internationally.

## **Ethical behaviour:**

Resilience of Health Care Systems has undertaken to comply with the highest ethical standards, fostering a culture of integrity, mutual respect and transparency. We believe that our work must be conducted in the most honest way possible, in compliance with ethical principles that correspond to our mission and values. This undertaking ensures that our Organisation operates in accordance with the highest moral standards, fostering trust and credibility in all our efforts.

## **Law-abiding:**

Resilience of Health Care Systems has undertaken to respect and strictly adhere to the policies described here, as well as all laws and regulations. Our Organisation operates within the legal regulatory framework of the Republic of Latvia, ensuring that our activity comply with the legislative acts of Latvia and the EU. In compliance with this policy, we support transparency, accountability and responsible

financial management, fostering trust between cooperation parties and the successful fulfilment of our goal.

### **Conflicts of interest:**

It is prohibited for members and employees of Resilience of Health Care Systems, as well as external experts hired by the Organisation to engage in activities that pose threats of a conflict of interest to the Organisation, thus preserving transparency in all its endeavours. Among other things, such activities include but are not restricted to:

- a. use of official status in the Organisation to obtain personal material benefits that exceed lawfully set remuneration;
- b. use of the Organisation's resources to support activities unrelated to the Organisation's work;
- c. conduct that could imperil the lawfulness of the Organisation, e.g. taking bribes or bribing institutional officials.

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These guidelines ensure that the conduct of our members consistently conforms to the Organisation's values and goals, engendering trust and ethical conduct.

1. **Management of conflicts of interest:** a possibility that a conflict of interest could arise can be prevented and resolved before real damage is caused. Therefore, in the event that a member, donor or contractual party discovers or suspects the existence of a conflict of interest, he or she should inform the Organisation's board about this matter so that it can take corrective measures.

The Board is responsible for resolving the situation, instigating and implementing corrective measures.

In situations in which a conflict of interest is deliberately concealed or it is not possible to find a solution, a disciplinary penalty sanction right up to dismissal may be imposed.

1. **Professionalism and respect:** Resilience of Health Care Systems supports and fosters a culture of professionalism and respect, encouraging polite and professional conduct among personnel, volunteers and other interested persons. The Organisation has

undertaken to cultivate a diverse and inclusive work environment in which the contribution of all individuals is appreciated and respected.

2. **Protection of resources:** Resilience of Health Care Systems emphasises the importance of using the Organisation's resources responsibly and effectively. Any conduct such as appropriation, theft or malicious use of resources is in violation of the Organisation's operating principles. Protection and responsible management of resources are among the direct duties of the Board and personnel.
3. **Confidentiality:** Resilience of Health Care Systems values its partners and their intellectual products highly. The Organisation's members and personnel are encouraged to recognise the importance of keeping confidential information confidential and protecting data.
4. **Gifts and donations:** members of Resilience of Health Care Systems are permitted to accept gifts on condition that these are not considered to be bribes and the donor does not want any unjustified benefits in return. Acceptance of gifts conforms to ethical standards, ensuring that the integrity and objectivity of the Organisation is preserved at all times.
5. **Social responsibility:** Resilience of Health Care Systems promotes environmentally and socially responsible practice, conducts green and innovation procurements, wherever possible, and actively engages in public life and implements sustainability initiatives.