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| TITLE: Code of Ethics and Conduct for NAVS members | | | |
| DOC: NAVS BSDC M001 | ISSUE: V4.0 | DATE: 24.12.2016. | Page 1 of 6 |
| PREPARED BY: Operation management | REVIEW BY: Board of directors | APPROVED BY: Board of directors | Classification: Public use |

Code of Ethics and Conduct

for NAVS members

NAVS BSDC M001

| Recipients | |
|---|--|
| <input checked="" type="checkbox"/> Public | The Educational Committee <input type="checkbox"/> |
| <input type="checkbox"/> Internal | The Disciplinary Commission <input type="checkbox"/> |
| <input type="checkbox"/> Board of directors | The Examination Commission <input type="checkbox"/> |

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Code of Ethics and Conduct for NAVS members

1. General provisions

The Code of Ethics and Conduct for members of the National Association of Valuers of Serbia "NAVS" (hereinafter: the Code) is a set of rules about duties and rights of members of NAVS, based on a special type and high level of their professional and moral responsibility.

The aim of this Code is to regulate the activities and behavior of NAVS members in a manner to ensure compliance with the principle of legality, professional integrity and professional ethics and responsibility.

Basic values underlying this Code are honesty, adequate professional respect for others and for standards, accountability and reliability. This Code exceeds the requirements prescribed by Law and includes the obligation of acting with due regard to the Clients, to other NAVS members, to the Association (NAVS), to other valuers and experts and to the general public.

2. Basic principles

Obtaining membership in NAVS implies valuer's agreement to abide by this Code, as well as the internationally accepted principles of professional ethics for valuers, the Decision on the establishment of the Association, NAVS Statute and NAVS Rules of membership.

NAVS member is obliged to comply with all Laws of the Republic of Serbia, as well as his/hers country, if he/her is not a citizen of Serbia.

NAVS member is obliged to conduct his practice in compliance with the National valuation standards in accordance with the Law (if applicable) and with internationally recognized valuation standards in case he has a professional designation, which obliges him to do so.

NAVS member has a personal responsibility, corporate responsibility and accountability to the profession. In other words:

- NAVS member is obliged to perform his/her activities in the best interests of the profession, NAVS and NAVS members, as well as society as a whole, even if it is in violation of his personal interests.
- If NAVS member is employer to other valuers, regardless of whether they are members of NAVS or not, he/she is obliged to abide by this Code, both personally and in his capacity as employer.

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3. Integrity

NAVS member is obliged to maintain personal and professional integrity in all areas of his/her activities, both in valuations, as well as in other areas, including private life, which builds and maintains trust of colleagues, Clients and the public in NAVS members and overall valuation profession community.

NAVS member is obliged, when performing in public or in advertising, to give accurate data and information, in a clear and unambiguous manner, about himself/herself, about his/her competency, qualifications and experience.

4. Independence and objectivity

NAVS member is obliged to maintain independence when performing valuations. Independence of NAVS members should be substantial, in mind, ie. the valuation assignment should be carried out without any external influences that could compromise professional judgment, but also, independence should be in appearance, ie. visible/ transparent to all third parties, regardless if they are familiar with the essence and details or not.

NAVS member is obliged to conduct valuation practice objectively and with professional skepticism.

NAVS member must not give, promise or accept, directly or indirectly, any discount, fee, gift, commission or non-monetary privilege which could be considered as jeopardizing his/her independence and objectivity.

For his/her valuation assignment NAVS member must not accept compensation related to the valuation figure.

5. Competence and professionalism

NAVS member is obliged to conduct his/her valuation assignments carefully and with full engagement of his/her knowledge and capabilities.

NAVS member should not undertake assignments for which he/she lacks knowledge and/or experience, unless he/she is able to provide assistance from relevant expert, with the approval of the Client.

NAVS member is obliged to follow continuing professional development and, if invited or if needed, he/she participates in education and training of colleagues.

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6. Responsibility

NAVS member is obliged to show responsibility for all aspects of conducting valuation assignments, including any difficulties, problems or complaints from the Client or associate.

In case of difficulties, problems or complaints, NAVS member will act professionally and make every effort to resolve them in a mutually satisfactory manner, without conflict and with respect for the opposite side.

7. Respect for colleagues and for others

NAVS member is obliged to relate with respect and without discrimination on any grounds towards Clients, other members of NAVS, valuers and public in general.

NAVS member should not disclose false or misleading information about the other NAVS members or other valuers.

NAVS member is obliged to refrain from publicly criticizing the work of another NAVS member, at least until differences of opinion are discussed within NAVS.

NAVS member is obliged to refrain from actions that could be interpreted as unfair competition to other NAVS members or other valuers.

8. Confidentiality of information

NAVS member who has access to confidential or privileged information is required to use this information only in the context of a particular assignment, and to safeguard its confidentiality.

NAVS member should not publicly announce such information or use it in order to obtain benefits for himself/herself or others.

9. Conflict of interest

NAVS member is obliged to refrain from undertaking an assignment if it could be reasonably concluded that there is a conflict of interest.

NAVS member can undertake such an assignment only if he/she, before accepting it, disclose elements of assignment that can be considered a conflict of interest and provide a written consent of all parties concerned.

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10. Public Appearance

During public appearance, in capacity of NAVS member, a member is obliged to use exclusively information that is publicly available about NAVS and its activities.

NAVS member may make a statement on NAVS behalf only in cases stated in the Statute.

11. Violation of the Code

If undertaken valuations activities or undertaken activities relating to valuations may mean a serious breach of professional conduct or be in conflict with the provisions and principles of this Code or be contrary to the interests and objectives NAVS and NAVS members, then NAVS member must immediately notify his/her employer or Client and do everything in order to remain in compliance with this Code. If the employer or Client insist on the implementation of such activities, NAVS member must adhere to the Code, regardless of the consequences for his/her future engagement. In such a case, it is desirable that NAVS membe notify the Disciplinary Committee or the NAVS Board.

NAVS member is obliged to participate in proceduers for the assesment of violation of the Code, either by that member or another NAVS member.

Failure to comply with the provisions of this Code is a violation for which a member may be expelled from NAVS.

NAVS Disciplinary Committee is responsible for the identification and sanctioning of violation of the provisions and principles of this Code.

12. Final provisions

For items and issues not regulated by this Code, the provisions of the NAVS Statute and Rule of membership will be applied.

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ANNEX: Unethical and unprofessional acts

Examples of unethical and unprofessional acts in context of this Code include (but are not limited to) the following acts:

- Failure to comply with this Code
- Failure to comply with the standards
- Professional fees or other benefits related to the valuation figure
- Undertaking valuation of the entity in which valuer has a material or other personal interest
- Undertaking assignment for which valuer does not have competence
- Insufficient vocational and professional training, lack of continuing education
- False disclosure of personal competencies
- Making false and / or inaccurate information about other valuers
- Unloyal competition
- Unlawful acts not related to valuations
- Public criticism of work of other NAVS members
- Acceptance of engagement where there is a conflict of interest (for example, working for two Clients on the same valuation at the same time, without the consent of both parties)
- Violation of the confidentiality of the Client
- Giving unrealistic promises in advertisements and advertising
- etc.