

UNIC: Timeline

2017

2018

2019

Phase 1 Kick-off Phase 2 & 3 Validation Phase 4 Implementation Phase 5 Network with strong capacity

	1 ST half of 2017	2 ND half of 2017	1 ST half of 2018	2 ND half of 2018	1 ST half of 2019	2 ND half of 2019
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Phase 1 Stakeholders Analysis

- ★ **27 January 2017** - Business Integrity Eastern Europe and Central Asia
- Feb-Mar 2017** - Obtaining commitment from companies, embassies, international organizations, business associations
- Apr 2017 – ongoing** - Negotiations with the stakeholders and partners

Phase 2. Signing of the Declaration

- Drafting the Declaration, Questionnaires, Memorandum by the Expert Group and review by the international expert
- Finalizing preparation for signing of the Declaration; Commitment of approximately **30** companies is confirmed, international experts are involved
- ★ **19 May 2017 - Integrity Makes Business Sense** - Signing of the Business Integrity Declaration



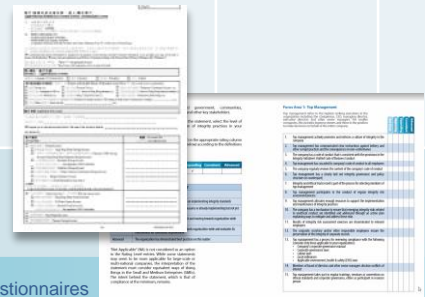
Stage 3 Signing of the Memo

Finalizing the Questionnaires, Memorandum by the signatories to the Declaration, trial-run, self-assessment and developing the Strategy

Completion of the questionnaires

★ **Mid-autumn 2017** – Signing of the Memorandum by multiple parties

Joining to the Memo by new members



Phase 4 Validation

Monitoring compliance with the Business Integrity Strategy; Validation of self-assessment

16. Search for internal company (K3, SIC, PGE, etc.)	<input checked="" type="checkbox"/>
17. Process for monitoring compliance with corporate governance manual, corporate governance code, labor law, labor relations, etc.	<input type="checkbox"/>
18. Written disclosure of conflict of interest by the members of the board	<input type="checkbox"/>
19. Certification of participation/compliance or commendation/appreciation for attending training, conferences, as a participant or resource person	<input type="checkbox"/>
Focus Area 2: Dealing with fellow employees	
1. Company's Integrity/Development Plan or counterpart	<input checked="" type="checkbox"/>
2. Code of Conduct for employees	<input type="checkbox"/>
3. Employee handbook	<input type="checkbox"/>
4. Incident reports	<input type="checkbox"/>
5. Integrity risk assessment process	<input type="checkbox"/>
6. Process for reporting corrupt practices controlled by employees and top management	<input type="checkbox"/>
7. Employee recruitment process	<input type="checkbox"/>
8. Employee development process	<input type="checkbox"/>
9. Employee motivation and promotion process	<input type="checkbox"/>
Focus Area 3: Dealing with clients	
1. Company's Integrity/Development Plan or counterpart	<input checked="" type="checkbox"/>
2. Code of Conduct for employees	<input type="checkbox"/>
3. Employee handbook	<input type="checkbox"/>
4. Marketing material	<input type="checkbox"/>
5. Process for employees to report clients demanding bribes and facilitation fees	<input type="checkbox"/>
6. Process for clients to report employees offering bribes and facilitation fees	<input type="checkbox"/>
7. Integrity risk assessment process	<input type="checkbox"/>
8. Integrity risk assessment reports	<input type="checkbox"/>