

### Values

#### Independence

International Maritime Organization (IMO) personnel shall maintain their independence and shall not seek or receive instructions from any Government or from any other person or entity external to IMO and shall refrain from any action which might reflect negatively on their position as IMO personnel responsible only to IMO.

#### Loyalty

Loyalty to the purposes, values and principles of IMO is a fundamental obligation of all IMO personnel. They shall be loyal to IMO and shall, at all times, discharge their functions and regulate their conduct with the interests of the United Nations and of IMO only in view.

#### Impartiality

IMO personnel, in the performance of their official duties, shall always act with impartiality, objectivity and professionalism. They shall ensure that expression of personal views and convictions does not compromise or appear to compromise the performance of their official duties or the interests of IMO. They shall not act in a way that unjustifiably could lead to actual or perceived preferential treatment for or against particular individuals, groups or interests.

#### Integrity

IMO personnel shall maintain the highest standards of integrity, including honesty, truthfulness, fairness and incorruptibility, in all matters affecting their official duties and the interests of IMO.

#### Accountability

IMO personnel shall be accountable for the proper discharge of their functions and for their decisions and actions. In fulfilling their official duties and responsibilities, IMO personnel shall make decisions in the interests of IMO. They shall submit themselves to scrutiny as required by their position.

#### Respect for human rights

IMO personnel shall fully respect the human rights, dignity and worth of all persons and shall act with understanding, tolerance, sensitivity, and respect for diversity and without discrimination of any kind.

### Principles

#### Conflict of Interest

IMO personnel shall arrange their private interests in a manner that will prevent actual, potential or apparent conflicts of interest from arising, but if such a conflict does arise between their private interests and their official duties and responsibilities, the conflict shall be disclosed and resolved in favour of the interests of IMO.

#### Abuse of Authority

IMO personnel shall not use the authority entrusted to them, in particular by taking advantage of colleagues, beneficiaries or other individuals or groups, for financial, political, sexual or other gain.

#### Gifts, honours, favours or other benefits

IMO personnel shall not solicit or accept gifts, honours, favours and/or other benefits from sources external to IMO that may bring into question their independence, impartiality and integrity, unless the acceptance of such gifts, honours, favours and/or other benefits is pursuant to applicable policies and regulations.

#### International Maritime Organization resources

IMO personnel shall only use or allow the use of the resources of IMO, directly or indirectly, including its property, for authorized purposes.

#### Confidentiality of information

IMO personnel shall not use information that is not generally available to the public for private gain, financial or otherwise, to benefit themselves or others with whom they have personal, family or other ties, nor shall they disclose such information to the public without authorization. IMO personnel shall not divulge to colleagues or other individuals or groups, information required to be kept confidential by applicable regulations, rules and policies. This duty of confidentiality continues to apply after the expiration of their service with the Organization..

#### Post-employment

IMO personnel shall not act in such a manner as to take improper advantage of their official functions and positions, including privileged information obtained from such functions and positions, when seeking employment or appointment after leaving their service with IMO.