

CERTIFIED TRANSLATION FROM THE CROATIAN LANGUAGE

Pursuant to Art. 34 of the Statutes of the Faculty of Economics and Business of the University of Zagreb, at its session held on 25 November 2008 the Faculty Board passed the following:

**ETHICAL CODE
FOR EMPLOYEES OF THE FACULTY OF ECONOMICS
AND BUSINESS OF THE UNIVERSITY OF ZAGREB**

I. General provisions

Article 1

(1) The Faculty of Economics and Business aims at diligently performing its mission, this being the protection and furtherance of the academic freedoms and academic integrity and furtherance of the principles of ethical and professional excellence in all fields of common and individual activities. The Faculty of Economics and Business aims at guaranteeing and furthering of the highest ethical and professional values in the implementation of its basic educational tasks and scientific work. Pursuant to the said beliefs, members of the Faculty of Economics and Business are expected to be loyal both with highest ethical values of integrity, justice, credibility, responsibility, mutual respect and professional principles of pursuit for the truth, acquisition and expansion of knowledge and academic excellence in the broadest sense.

(2) The Ethical Code of the Faculty of Economics contains the moral principles and principles of professional ethics all employees of the Faculty of Economy and Business must comply with while performing their professional and public duties.

II. Scope of the Ethical Code

Article 2

(1) The Ethical Code represents the necessary set of ethical principles protecting and furthering of rights and freedoms, providing for just and equal treatment of any member, maintaining and furthering the standards of scientific, educational and expert work, and fostering ethical conduct of all members of the Faculty of Economy and Business.

(2) The purpose of the Ethical Code is to generate an environment in which all persons shall be guaranteed the development in accordance with their abilities and the freedom to

the extent not limiting the freedom of other persons. The ethical code fosters the environment in which all members of the faculty community, while performing their duties, shall protect the reputation and dignity of their profession and treat other members of the said community conscientiously and complying with the ethical norms.

(3) The procedures stipulated by the Ethical Code shall not regulate the rights, obligations and responsibility of the participating persons and shall not represent an alternative to the civil, criminal, administrative and disciplinary procedures stipulated by the Law, other regulations and bylaws of the Faculty of Economics and Business.

(4) The opinion provided during the procedure stipulated by the Ethical Code shall be effective to the extent of its authority and shall be used for the interpretation of the Ethical Code and furtherance of ethical conduct at the faculty of Economics and Business. It shall not be binding for other bodies and shall not represent an administrative file.

Article 3

(1) The Ethical Code of the faculty of Economics and Business consists of general provisions, aims, basic principles, unacceptable conduct, ethical rules in educational, scientific and expert work, provisions concerning the composition of the Ethics Committee of the Faculty of Economics and Business and the procedures conducted in front of the said Committee, as well as of transitional provisions.

(2) For the purpose of the Ethical Code the following terms shall have the following meaning:

1. "Members of the faculty community" means any person giving lessons, involved in scientific and expert work, involved in the performance of scientific and/or educational curricula, and acting within the scope of expert services, notwithstanding the nature and duration of contract on the basis of which he/she asserts his/her rights and obligations with the faculty of Economics and Business;

2. "Teacher" means any person giving lessons at the Faculty of Economics and Business regardless of his/her scientific, educational, associate or expert qualifications and the nature and duration of contract on the basis of which he/she is giving lessons;

3. "Employee" refers to any person performing his/her duties on the basis of an Employment Contract;

4. "Faculty" means the Faculty of Economics and Business of the University of Zagreb;

5. "University" means the University of Zagreb;

6. "Ethical Code" means the Ethical Code for Employees of the Faculty of Economics and Business of the University of Zagreb;

7. "Ethics Committee" means the Ethics Committee of the Faculty of Economics and Business of the University of Zagreb.

(3) When some of the terms used in the present Ethical Code refers to natural persons, any terms in the male gender shall be interpreted as implying the female gender as well and vice versa.

III. Basic principles

Human rights, principle of respecting the integrity and dignity of person

Article 4

(1) The Faculty shall grant to any member of the faculty and university community the unhindered enjoyment of any human right asserted within the community, as well as any other rights granted on the basis of the Constitution and the applicable laws of the Republic of Croatia.

(2) All members of the faculty community shall be respected as persons pursuant to the granted rights emanating from the respect for their life, integrity and dignity.

Principle of scientific and educational autonomy

Article 5

(1) Every member of the faculty community shall be provided for their right to privacy and autonomous activity within the limits of his/her status and in compliance with the aims of the Faculty.

(2) Every member of the faculty community shall be granted the right to and provided for the conditions of unhindered professional development and specialization in accordance with personal abilities and beliefs to the extent which shall not undermine another person's right.

(3) Each member of the faculty community shall be obligated and responsible towards other persons in terms of fair, honest and neutral conduct, but also with view to raising the criteria for excellence at any field for the purpose of achieving the common good of the Faculty as a whole.

Principle of equality and fairness

Article 6

(1) Each member of the faculty community shall act in compliance with the principle of equality and fairness in such manner as that discrimination, abuse, harassment or exploitation shall not represent an element of such conduct. The Faculty shall provide the conditions for asserting the principle of equality and fairness.

(2) The members of the faculty community shall not abuse their authority and shall not allow that personal interests and relations result in situations which might affect the ability of objective judgment and ethical and professional performance of their obligations.

(3) Every member of the faculty community shall be provided with equal conditions for the assertion of professional obligations, demonstration of intellectual capabilities and improvement.

Right to academic freedom

Article 7

- (1) The faculty acknowledges the academic freedom as being the basic condition and mark in the process of teaching, scientific research and granting scholarships. The members of the faculty community as part of the academic community, while performing their research, must be driven by the idea of freedom of scientific work and they shall use their traditionally granted right to question and criticize social values in the spirit of objective and fair pursuit for truth and acquisition and conveyance of knowledge. The faculty shall protect every member from any attempt of narrowing, limiting or denying such right.
- (2) The faculty supports and stimulates the freedom of expressing opinions as the fundamental value in all segments of the life and work of the Faculty and University.

Principle of professionalism

Article 8

- (1) The members of the faculty community are expected to perform any of their duties in relation to the students, colleagues and other employees of the Faculty conscientiously, professionally and in an ethically impeccable manner. They are also expected, while performing their duties, to comply with the principles of objectivity, neutrality, reasonableness, kindness and tolerance.
- (2) The members of the faculty community have the obligation to comply with the criteria of expertness and excellence, and accordingly to constantly further educate within their expert field, as well as to base their professional and ethical judgment on available facts, excluding any kind of prejudice.
- (3) Every member of the faculty community shall maintain and foster the cooperation in professional relations and attempt at an efficient exploitation of the university resources, seeking for the increase of well-being and reduction of losses whenever this is possible.
- (4) Each member of the faculty community is expected to act in the spirit of common aims and to participate in extra-faculty and extra-university activities which shall neither conflict with their professional obligations at the Faculty nor harm any of these obligations.

Principle of compliance with the law and legal proceedings

Article 9

- (1) Each member of the faculty community is expected to comply with any legal regulation and legal proceedings referring to their obligations as members of the faculty and university community.
- (2) The faculty shall provide the conditions required for informing the members of the faculty community with any relevant legal regulations referring to their obligations.

(3) Every member of the faculty community shall be provided with equal possibility of complaint and equal position in the procedure of examining the violations of the provisions of the Ethical Code.

(4) In every case of disaccord concerning the interpretation and implementation of the principles of the Ethical Code the members of the faculty community shall endeavor to settle the issues of dispute first within the environment in which the violation was committed with the authorized bodies of the Faculty or University. Bodies outside the Faculty and/or University should be approached only in the cases in which such a measure is appropriate and necessary.

(5) The Faculty's authorized bodies shall take timely measures in order to prevent and repress violations of the Ethical Code. In this regard they shall institute procedures and take any other measures within the scope of their competence and examine each report which indicates a suspicion of unethical conduct of the members of the faculty community.

IV. Unacceptable conduct

Discrimination

Article 10

(1) Based on Articles 4-9 of the Ethical Code, any form of direct and indirect discrimination due to religious, ethnic and national affiliation, race, gender, sexual orientation, economic status, origin, marital status, pregnancy, family-related obligations, age, invalidity, physical appearance, political orientation and health condition shall be deemed as unacceptable.

(2) Expertness, capability and professional merits, that is qualification and the results of the performance of certain work tasks shall represent the exclusive criteria for evaluation and advancement.

Harassment

Article 11

(1) Aimed at the full respect of human dignity of each of the members of the faculty community, any form of harassment based on religious, ethnic and national affiliation, race, gender, sexual orientation, economic status, marital status, pregnancy, family-related obligations, age, invalidity, physical appearance, political orientation and health condition shall be deemed as unacceptable.

(2) In terms of this Ethical Code, harassment is any kind of inappropriate conduct towards another person aimed at or actually representing a violation of the personal dignity, disturbance of this person's performance of work tasks or decreasing the life quality of such person. As harassment shall be deemed any act, individual or repeated, verbal, non-verbal or physical, as well as the creation or contribution to creation of uncomfortable and hostile work and educational environments frightening, offending or humiliating the other person.

Sexual harassment

Article 12

(1) Sexual harassment is a form of harassment specific by its nature. Sexual harassment is unacceptable conduct which is characterized by the absence of approval or refusal by the other person, including:

1. repeatedly unwanted sexually determined verbal and physical suggestions directed at another person;
2. physical molestation;
3. repeatedly unwanted directing of sexually determined jokes and remarks, including reference to the sex and sexual orientation;
4. sexually-determined mocking and ridicule;
5. exposure of sexually offending and harassing material;
6. demand of sexual services (it shall be deemed as unacceptable when the action or lack of action of a mentor or another person occupying a position of authority is determined by sexual services).

(2) Sexual harassment is unacceptable because it necessarily implies direct or indirect requirement and pressure upon another person based on the abuse of the position of authority and because it generates an unacceptable work and educational environment. It shall also be deemed unacceptable to exercise pressure upon a person which refused or reported such conduct. Neglect of reporting sexual harassment in terms of delaying or non-investigation of the reported sexual harassment shall also be deemed as unacceptable conduct.

(3) As opposed to sexual harassment, sexual relations between the members of the faculty community including mutual agreement shall be deemed a matter of privacy outside the legitimate interests of the Faculty. Sexual relations between the members of the faculty community including mutual agreement shall not be deemed as sexual harassment, however, such relations may be subject to the judgments related to other provisions of the Ethical Code, particularly to the ethical norms of objectivity and neutrality or conflict of interest.

Objectivity and neutrality

Article 13

(1) The members of the faculty community shall be just and they must not allow that prejudices of any kind affect their objectivity in while performing their academic, research-related, administrative, business- and management-related duties.

(2) Evaluation of the work and professional competence of any member of the faculty community must not be based on criteria which are not directly relevant to performing the work or professional duties. One must strive towards an objective attitude, especially when it comes to the rights of individuals or minority groups.

V. Ethical rules in educational, research and expert work

Principles of teaching

Article 14

The professional rights and responsibilities of the educators in their role as teachers include the following:

1. Academic teachers should be engaged in achieving and transmitting a high level of scientific knowledge related to their course, provide for the accuracy, precision, representative character of the contents and an appropriate position of the course within the curriculum.
2. A pedagogically competent academic teacher should endeavor that the student achieves the results in that course as efficiently as possible.
3. The academic teacher shall offer equal possibilities of knowledge advancement providing equal improvement to all students.
4. The issues that may be deemed as particularly sensitive due to discrimination reasons should be discussed in an open, honest and positive manner.
5. The basic task of the academic teacher is to contribute to the intellectual development of the student, at least within the limits of his/her own domain, as well as to avoid any activity which might interfere with such process.
6. Academic teachers should provide to the students valid, open, just, objective and timely evaluation and grading. It is necessary to provide transparency and the public character of exams, this being the basis guarantee for objectivity of grading.
7. The academic teachers should respect the dignity of his/her colleagues and cooperate with them in the interest of the students' advancements.
8. With a view to the development of the students the academic teacher should follow the educational goals, strategies and standards of the institution at which he/she is teaching.
9. Academic teachers must not allow that taking an exam is conditioned by issues not implied in the provisions of the educational plan and program (for instance, purchase of own textbooks).
10. With a view to the quality improvement of the educational process academic teachers must take into consideration the opinions and evaluation of the students concerning his/her educational competence.

Ethics of scientific research

Article 15

With regard to scientific research the following principles of scientific integrity must be complied with:

1. It shall not be allowed to retreat, intentionally or neglect-based, from the recognized procedures of research, which might result in unreasonable risk or physical and mental injuries of persons. It shall also not be allowed to support,

- instigate or conceal such activities performed by other members of the faculty or university community.
2. With regard to scientific research it is required to apply the principle of conscious and informed agreement of the examinee, to protect his rights and dignity as person. The act of rescinding the principle of informed agreement of the examinee shall be allowed only when such act complies with the law and if it is regulated within the ethical and professional code of each expert field. In such cases additional expert supervision of the research process is required.
 3. With regard to planning, implementing and reporting about the scientific research activities the members of the faculty community should reduce the possibility of false interpretation of the results to the minimum level. It is unacceptable to make up, intentionally adjust and tendentiously interpret the results of scientific research.

Professional advancement

Article 16

- (1) The Faculty shall provide to all members of the faculty and university community equal conditions for advancement based on the performance of professional duties. The evaluation of the achievements related to the performance of the professional duties and the professional competence of any of the members of the faculty and university community shall be objective and neutral, based on defined and transparent criteria.
- (2) The assessment of each of the members of the faculty community about the conditions for the advancement of other members should be based exclusively on criteria which are directly relevant for the performed work or professional duty, that is on the demonstrated expert competence, professional merits and results in regard of the performance of work tasks as stipulated by the nature of the work place.
- (3) Any form of direct or indirect discrimination in regard of the process of evaluating the conditions for professional advancement and of the process of advancement itself shall be deemed as unacceptable.
- (4) Academic teachers have the professional obligation to provide for the rejuvenation of the scientific and educational community and motivate the advancement and becoming independent of junior academic teachers and members of the faculty and university community.

Rights and obligations of continuous learning and lifelong education

Article 17

- (1) Every member of the faculty community shall continually undergo further education and endure in improving the quality and level of their own knowledge and expert knowledge in the field of choice.
- (2) The members of the faculty community shall plan, implement and report about their scientific research and educational activities in compliance with the accepted norms of scientific and educational competence.

Authorship of scientific papers and other documents

Article 18

The violation of values and norms of intellectual fairness shall be deemed as unacceptable:

1. Any form of plagiarizing papers and ideas shall be deemed as direct violation of this Ethical Code. All members of the faculty community participating in the scientific and educational work must guarantee for the originality of their published papers as well as for the accuracy and fairness in presenting and indicating information.
2. Every falsification and assumption of other persons' papers without their knowledge or approval and intentional assistance in such conduct shall be deemed as unethical and is unacceptable.
3. It is necessary to protect the right to intellectual property of gathered information of all members of the faculty community.
4. Falsification of references and false presentation of academic achievements shall be deemed as unacceptable.

Acceptance of gifts and other goods

Article 19

(1) The members of the faculty community shall not be allowed to demand any gifts, instigate bestowal or accept any kinds of gifts, either for oneself or on behalf of another person, for which there is a reasonable assumption that they might, directly or indirectly, affect their objectivity, performance of professional duties and compliance with the professional rights and obligations.

(2) Members of the faculty community are obligated to eliminate any attempt of corruption.

Conflict of interest

Article 20

(1) All members of the faculty community shall avoid conflicts of interest (conflict of interest may be caused by e.g. family relations, close friendship, antagonisms, etc.).

(2) All members should strive towards the independence of extra-faculty and extra-university activities (which imply financial and other interests) in order to avoid a conflict with the Faculty members' professional duties with such activities and them affecting the integrity and objectivity of the members of the faculty community.

(3) Any form of nepotism shall be deemed as unacceptable.

Transparency and confidentiality

Article 21

(1) The Faculty shall support and promote transparency in regulations and activities as one of the most fundamental values. Any law, rule and provision defining the rights and obligations of the members of the faculty community must be precise, clear and available. Every member of the faculty community shall acknowledge the said value of transparency and availability of criteria and procedures for the evaluation of professional duty performance (exams, admissions, professional advancement, etc.).

(2) Every member of the faculty community who, based on his/her position at the Faculty, has at his/her disposal classified information shall handle such information with confidentiality. Confidentiality of information is necessary in order to protect the rights of the members of the faculty community or such status of information must be defined by regulations at the Faculty or University. It shall not be allowed to disclose confidential information either to the other members of the faculty community or to any other party, unless such disclosure represents a normal course of operation at the Faculty or unless such information must be disclosed due to a legal or professional obligation.

Public appearance

Article 22

(1) The faculty is aware of its social responsibility and supports the right of the members of the faculty community to public appearance and freedom of expression, which implies appearance in front of an audience, on radio and television, to express their opinions in newspapers, books and magazines, as well as other forms of activities for the benefit of the community.

(2) Members of the faculty community with higher academic level or professional status shall not be allowed to prohibit or limit personal public appearances of members of the faculty community with lower academic level or professional status or condition such appearance by anything.

(3) Members of the faculty community authorized to make public appearances on behalf of the faculty shall clearly indicate that they are expressing the opinions of the Faculty.

(4) Members of the faculty community making public appearances or performing public activities on behalf of the Faculty shall act in compliance with the highest ethical and professional standards.

Responsibility towards the university community

Article 23

(1) The professional duties of the members of the faculty community shall contribute to the achievement of the faculty tasks as much as possible.

(2) The members of the faculty community shall provide for the goods and interests of the faculty in the spirit of academic freedom – examinations, argumentative discussions,

criticisms, tolerance and responsible and fair pursuit for optimal solutions. In the view of the aforesaid the following shall not be allowed:

1. intentional interference with the activities conducted or supported by the Faculty with the aim of achieving the tasks as defined in free and argumentative discussions;
2. any kind of activity (lobbying, abuse of authoritative positions, etc.) aimed at the creation of a privileged position for individuals and groups to the disadvantage of objective professional criteria;
3. the use of faculty property or privileges for personal, commercial, political or religious purposes without a special permit;
4. instigation of other members of the faculty and university community to disregard the faculty and university rules;
5. intentional presentation of personal opinions as the official opinion of the Faculty for personal gain;
6. the use of the name and logo of the Faculty in order to make the impression of faculty or university authority.

VI. Bodies supervising the implementation of the Ethical Code

General duty of supervising and implementing the Ethical Code

Article 24

(1) Every Faculty body shall, each within their field of competence, provide for the achievement and improvement of ethical standards at the Faculty and the implementation of the Ethical Code.

(2) The bodies as referred to in paragraph 1 shall be authorized request the opinion of the Ethics Committee in concrete cases or in relation to the fundamental issues of interpretation and implementation of the Ethical Code.

Ethics Committee

Article 25

(1) The Ethics Committee shall be appointed by the dean with the approval of the Board of the Faculty for a term of 4 years.

(2) The Ethics Committee is constituted of five members. At least one proxy shall be appointed for each member of the Ethics Committee.

(3) Three appointed members shall come from the lines of the employees in the scientific and educational field, one from the associate field and one shall represent the students. When the opinion requested refers to an issue related to the conduct of students or is an issue of direct relevance to the students, the Committee shall be expanded to two members coming from the lines of the students.

(4) The Ethics Committee shall have a chairman who shall be appointed by the dean among the members of the Ethical Committee coming from the lines of employees in the scientific and educational field.

Procedure in front of the Ethical Committee

Article 26

- (1) The procedure in front of the Ethics Committee and proving opinions by the Ethics Committee is stipulated by Art. 33-35 of the ethical Code of the University of Zagreb.
- (2) The procedure in front of the Ethics Committee shall be instituted upon the request for providing an opinion concerning the compliance of a certain activity or conduct with the principles and rules of the Ethical Code.
- (3) The request for providing an opinion shall be submitted by the dean or rector of the University upon their own initiative or upon the proposal of other Faculty bodies or members of the university community. The request shall be submitted to the chairman of the Ethics Committee.
- (4) When the request to provide an opinion refers to the opinion concerning the compliance of activity or conduct of the dean, the initiator shall refer to the Board of the Faculty which then shall be majority of votes decide whether to institute a procedure in front of the Ethics Committee or not.
- (5) In the case that upon the initiative of other bodies or members of the university community the authorized persons and bodies do not submit a request to the Ethics Committee within 30 days, the initiator may refer to the Ethics Council of the University, which is in such case authorized to institute, if deemed as necessary, an appropriate procedure with the Ethics Committee.
- (6) The request for providing an opinion shall be specific, precisely and accurately indicating:
 - a) the principal subject matter and/or
 - b) concrete facts concerning the case and activity or conduct for which the opinion concerning the compliance with the principals and rules of the Ethical Codes has been requested.
- (7) The request may be accompanied by relevant documents and materials as well as quotations of provisions from the Ethical Code in relation to which the opinion has been particularly requested.
- (8) In the cases when the Ethics Council has not been delivered the request directly in terms of paragraph 3 hereof it shall be delivered a copy of the request.

Article 27

- (1) Based on Article 26 the chairman of the Ethics Committee shall convene a meeting of the committee within 30 days from the receipt of the request.
- (2) The Committee may ask the initiator of the request to deliver additional explanations and information. When according to the request an opinion is required concerning a concrete case, the Committee may ask for a response and explanation of the persons involved. In the case the initiator of the request demands an examination of the ethical conduct of a certain member of the faculty community, this member shall be given the opportunity to respond to all relevant statements and deliver his arguments.

(3) The Committee may request from the Ethics Council the participation of one member of the Council or any other person designated by the Council to be the University Counselor for ethical issues (hereinafter referred to as the Counselor for ethical issues) in the meetings and work of the Committee. The Counselor for ethical issues shall notify the members of the Committee about the practice and attitudes of the Ethics Council and ethical committees of the other integral components, but it also may provide other relevant information. The Counselor has no voting right when participating in the work of the Committee.

(4) The explanations referred to in paragraph 2 hereof and the participation of the Counselor for ethical issues referred to in paragraph 3 hereof may be requested on behalf of the Ethics Committee by its chairman for which he is not required to convene a meeting of the Committee.

(5) At the meeting of the Ethics Committee the members shall discuss the issues concerning the subject matter of the procedure, comment on the contents of the opinion they shall provide and designate one member of the Ethics Committee who shall, based on the discussion, draft the opinion.

(6) The Ethics Committee shall provide its opinion only on the basis of information contained in the request, the appendices to the request and additional explanations and responses of the initiator of the request and other persons. The Committee shall not verify the information contained in the request and response, nor does it have any investigative competence to establish the facts on its own initiative. When the information concerning the facts from the request differ from that contained in the response and the accuracy of the disputable statements may not be determined from the materials submitted in the course of the procedure, the Committee shall refer to this circumstance in its opinion and restrict itself to provide an opinion on the principal issue.

(7) In the case the Committee is requested to provide an opinion concerning the compliance of certain conduct with expressly indicated provisions of the Ethical Code the Ethics Committee shall provide its opinion concerning the compliance with these provisions, however it is authorized to expand the opinion to the compliance of the conduct with other principles and rules of the Ethical Code as well.

Opinion

Article 28

(1) Based on the request and information obtained the Ethics Committee shall pass its opinion and submit it to the initiator of the request. One copy shall be delivered to the Ethics Council.

(2) When passing the opinion a consensus of all members of the Ethics Committee should be striven for. If such consensus is not possible the opinion should be passed on the basis of the opinion of the majority of the Committee members.

(3) The opinion shall be drafted in writing within 60 days from the receipt of the request. In the case the Ethics Committee had requested additional explanations and information the term referred to above shall be counted from the day of receipt of such explanations and information, however, even in such a case the opinion is due within 90 days at the latest from the receipt of the request.

- (4) The opinion of the Ethics Committee must contain the following information:
- a. designation of the request and issues discussed by the Ethics Committee;
 - b. reference to the principles and rules of the Ethical Code which the Ethics Committee has taken into consideration while processing the request;
 - c. point of view of the Ethics Committee concerning whether the conduct described in the request is in compliance with the Ethical Code or not;
 - d. reasons for the opinion of the Ethics Committee;
 - e. Information about whether the opinion was passed unanimously or not.
- (5) In the case that in the opinion it has been established that a certain conduct is not in compliance with the principles and rules of the Ethical Code it must also contain the following:
- a. Evaluation of the Ethics Committee concerning the level of incompliance and the seriousness of infringement of the ethical principles caused by such conduct;
 - b. Point of view of the Ethics Committee concerning the manners of avoiding the incompliance of conduct with the Ethical Code and/or the measures that might contribute that such violation of the Code does not occur in the future.
- (6) In the case the opinion was not passed unanimously the members of the Ethics Committee that represented different opinions from the majority shall be authorized to append their separate opinions to the opinion of the Ethics Committee.
- (7) Exceptionally, when the Ethics Committee deems that on the basis of the request and other obtained information it is not possible to provide a decision, that it is not authorized to provide an opinion or in the case that for any other reason it is not in the position or not willing to provide an opinion, the chairman of the Ethics Committee shall notify thereof the initiator of the request and the Ethics Council within the term as set out in paragraph 3 and provide detailed reasons for such inability to provide an opinion. In that case the Ethical Council shall decide whether to act in accordance with the provisions of Art. 29 paragraph 3 of the Ethical Code of the University of Zagreb.

VII. Transitional and final provisions

Establishment of the Ethics Committee

Article 29

- (1) The Ethics Committee shall be appointed within a period of one month as from the day of coming into force of the Ethical Code.
- (2) The Ethics Committee shall within a period of one month from appointment and with the approval of the dean pass the Rules of Procedure for the work of the Committee.

Coming into force

Article 30

This Ethical Code shall come into force on the day of its announcement on the billboards and website of the Faculty.

(Text on the stamp:)
University of Zagreb
Faculty of Economics and Business
Zagreb
Date: 01 December 2008
Number: 251-56-01/08/220-25-11/10

FACULTY DEAN
(signature illegible)
Prof. Darko Tipurić, Ph.D.

(Text on the seal:)
Republic of Croatia
University of Zagreb
Faculty of Economics and Business
Zagreb

Hereby I, Ankica Udovičić, sworn court interpreter for the English language, reappointed by the decision of the President of the County Court in Zagreb No. 4 Su-294/08 of March 18, 2008, certify that the above translation fully complies with the Croatian original.

Zagreb, 18th December 2009

Ankica Udovičić