

Fifteenth session of the Assembly
Abu Dhabi, 12-13 January 2025

Review of the Policy on Ethics and Conflict of Interest Decision on Ethics Policy Recommendations

The Assembly,

Recalling Article IX paragraph I and Article XI paragraphs B, C and F of the Statute of IRENA;

Recalling that the Assembly, at its second session, adopted by its decision A/2/DC/7 the Policy on Ethics and Conflict of Interest for the Agency, which called for the establishment of an Ethics Advisory Board to assist with the implementation of the Policy on Ethics and Conflict of Interest of IRENA and in ethics matters involving the Director-General, and on any matter that the Ethics Officer submits to it;

Noting that the Assembly established the Ethics Advisory Board through decision A/3/DC/6;

Underlining the necessity of fostering broad public trust and confidence in the decision-making processes and operations of IRENA, of achieving the highest standards of conduct and of protecting the reputation and integrity of IRENA;

Seeking to enhance a culture of respect and accountability in the Agency by all staff at all levels, including the Director-General, as well as by other personnel of the Agency;

Having considered the views of the Council at its twenty-seventh and twenty-eighth meetings as contained in documents C/27/SR/1 and C/28/SR/L.1 following its consideration of the report and recommendations of the Ethics Advisory Board as contained in documents C/27/8, C/27/9 and C/28/12;

Having also considered the draft revised Policy on Ethics and Conflict of Interest and the other draft policies, as contained in documents A/15/12; A/15/13; A/15/14; and A/15/15, submitted by the Council with the aim of ensuring that IRENA ethics-related policies and practices are consistent with international best standards and practices;

1. *Decides:*

- a) to adopt the following policies as contained in documents A/15/12; A/15/13; A/15/14; and A/15/15:

- Policy on Handling Allegations of Unsatisfactory Conduct and Misconduct against the Director-General of the International Renewable Energy Agency and on Investigations and the Disciplinary Process for such Conduct.
 - Policy on Protection against Retaliation for Reporting Misconduct or Cooperating with Duly Authorized Audits and Investigations.
 - Policy Addressing Prohibited Conduct, including Fraud, Corruption, and Other Financial Misconduct, and Discrimination, Harassment, including Sexual Harassment, and Abuse of Authority.
 - Revised Policy on Ethics and Conflict of Interest.
- b) that the Policy on Handling Allegations of Unsatisfactory Conduct and Misconduct against the Director-General of the International Renewable Energy Agency and on Investigations and the Disciplinary Process for such Conduct shall be annexed to the contract between the Agency and all future Directors-General as part of their terms of appointment and an integral part of the contract.
2. *Requests* the Council to initiate discussions at its twenty-ninth meeting to establish the Disciplinary Committee called for by the Policy on Handling Allegations of Unsatisfactory Conduct and Misconduct against the Director-General of the International Renewable Energy Agency and on Investigations and the Disciplinary Process for such Conduct.
3. *Requests* the Director-General to revise the Code of Conduct annexed to the Staff Rules to ensure consistency with the Policy on Ethics and Conflict of Interest and, where appropriate, with the other policies referred to in paragraph 1(a), and to report the full text of the revised Code of Conduct to the Assembly at its sixteenth session, as required by Staff Regulation 13.3.
4. *Requests* the Council to review regularly the implementation of the policies referred to in paragraph 1(a).
5. *Requests* the Director-General to promptly take appropriate actions to implement this decision, including by entering into an appropriate agreement with qualified external investigative entities as provided for in these policies, and to inform the staff and other personnel of the Agency accordingly.
6. *Encourages* the Ethics Advisory Board to work with the Secretariat to identify any necessary revisions to the Ethics Advisory Board's Terms of Reference or other regulatory instruments in order to ensure full consistency between them, and to recommend any such revisions to the Council at its twenty-ninth meeting.
7. *Requests* the Director-General and the Ethics Advisory Board to report on the implementation of this decision annually.