

Corporate Social Responsibility Policy

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1. GENERAL

1.1. Scope of Application and Basic Provisions

1.1.1. The goal of this Policy is to systematize the approaches applied by the International Investment Bank (hereinafter, “IIB” or the “Bank”) to corporate social responsibility (hereinafter, “CSR”).

1.1.2. The objectives of this Policy are as follows:

- define the general principles of the Bank’s CSR activities;
- establish priorities for the Bank’s CSR activities;
- define the general principles of planning, governance, and control in relation to the Bank’s CSR activities;
- define the general principles of the preparation of the Bank’s CSR reporting.

1.1.3. This Policy is the basic document governing the Bank’s CSR activities.

1.1.4. This Policy is formulated subject to the provisions of the following documents:

- Agreement on the Establishment of the International Investment Bank [1];
- Statutes of the International Investment Bank [1];
- Universal Declaration of Human Rights [2];
- Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy [3];
- United Nations Convention against Corruption [4];
- United Nations Global Compact;
- OECD Guidelines for Multinational Enterprises [5];
- ISO 26000:2010 (Guidance on Social Responsibility);
- AA1000 series of AccountAbility’s standards [6];
- GRI Sustainability Reporting Guidelines [7];
- IIB Development Strategy for 2013–2017 [8];
- IIB Code of Corporate Ethics [9];
- IIB Policy on the Disclosure of Information to External Users [10];
- Regulations for Reputational Risk Management [11];
- IIB Procedure for Receiving and Considering Whistleblower Reports [12].
- Environmental and Social Impact Assessment Guidelines [13].

1.1.5. This Policy is in compliance with the laws of the Bank’s member states.

1.1.6. The division responsible for the formulation and, if necessary, updating of this Policy shall be the Department for International Financial Integration. The Bank’s divisions involved shall be responsible for the timely provision of information necessary to update this Policy within their competence.

1.2. Terms and Definitions

As used in this Policy, the following terms shall have the meanings defined below:

Term	Meaning
Business Plan	The document defining the principal indicators and objectives applicable to the practical achievement of the goals specified in the strategic documents of the Bank. The Business Plans are divided into medium-term and annual.

Verification (compliance assurance)	External independent assessments (reviews) certifying that public reports conform to reporting standards and/or guidelines and making it possible to assess report quality and an organization's existing systems and processes that ensure the effectiveness of work in this area. Verification can be carried out by an audit firm and/or major stakeholders in accordance with international standards.
Stakeholder communication	Measures taken to enable dialog between the Bank and stakeholders in order to form an information basis for decision-making.
Impact	The material economic, environmental, and social influence of the Bank's operations, including beneficial, adverse, actual, potential, direct, indirect, short-term, long-term, intentional, and unintentional effects.
Stakeholders	Organizations or persons that are reasonably expected to be materially affected by the Bank's activities and/or services and whose actions are reasonably expected to affect the Bank's ability to effectively implement its policies and strategies and achieve its goals.
Quality of life	A wide range of socioeconomic, environmental, and other criteria that reflect the level and degree of the well-being of individuals in different contexts of life as a basic condition for sustainable social development.
Collegial body	A committee or working group established as resolved by the Bank's governing bodies.
Corporate social responsibility	The concept whereby organizations consider the interests of society by identifying areas of responsibility for the impact of their activities on customers, suppliers, employees, shareholders, local communities, and other stakeholders and on the environment. CSR activities are aimed at reducing organizations' non-financial risks, improving their business reputation, increasing their market capitalization and competitiveness, and ensuring their profitability and sustainability
Environment	The natural environment in which an organization exists, including air, water, land, natural resources, flora, fauna, people, space, and their relationships.
Sustainability reporting	Information voluntarily published on the social, economic, and environmental results for a certain period of the Bank's operations, standardized in accordance with a system of performance indicators, and made publicly available to all stakeholders.
Sustainability Report	A report prepared in accordance with the requirements of the GRI Sustainability Reporting Guidelines. The report provides information on an organization's results with respect to its economic, environmental, and social impact on the external environment.

Accountability	The principle of stakeholder communication ensuring that a public report discloses essential information on the Bank’s activities and the Bank’s prospects in a clear and structured way with due consideration to stakeholder needs, including its voluntary commitments to stakeholders, the publication of such commitments in a report, and the provision of information about their fulfillment in the next reporting period.
Staff member	An individual who has an employment relationship and an employment contract with the Bank and holds a position in accordance with the organizational structure and staff schedule of the Bank.
Division	A division that directly reports to the Chairman of the Board/Deputy Chairman of the Board/Unit Head in accordance with the approved organizational structure of the Bank.
Sustainability	Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
GRI	Global Reporting Initiative.

1.3. Abbreviations

As used herein, the following abbreviations shall have the meanings set forth below:

Abbreviation	Meaning
Bank, IIB	International Investment Bank
CSR	Corporate social responsibility
UN	United Nations

2. BASIC PRINCIPLES OF THE BANK’S CSR ACTIVITIES

The following basic principles underlie the Bank’s CSR activities:

The principle of accountability.

The Bank recognizes the need to publish regular reports on the impact of its activities on society, the economy, and the environment.

The Bank regards stakeholders’ constructive criticism as a source of improving its CSR activities and undertakes to respond to such criticism, including taking measures to prevent unintentional and unforeseen adverse impacts from occurring again.

The principle of transparency.

The Bank strives to ensure the transparency of its decisions and activities that have an impact on society, the economy, and the environment. The Bank strives to disclose in a clear, accurate, and complete manner and to a reasonable and sufficient extent the policies, decisions, and activities for which the Bank is accountable, including their known and probable impacts on society, the economy, and the environment.

The Bank strives to ensure that such information is made available to stakeholders in a timely manner in order to enable them to accurately assess the impact of the Bank's decisions and activities on their interests.

The principle of transparency does not mean that Bank shall disclose any information classified by the Bank's internal regulatory documents as confidential or any bank secrets or proprietary information.

The principle of ethical conduct.

The Bank deems ethical such conduct of its staff members as consistent with the provisions of the Code [9].

The principle of dialog with stakeholders.

The Bank is engaged in dialog with stakeholders and, on a regular basis, identifies, evaluates, and considers the expectations and interests of stakeholders by analyzing the relevant appeals from stakeholders, organizing meetings with them, and conducting negotiations.

The Bank is open to discussions with stakeholders about any issue of common interest, creates the conditions for such dialog, and strives to achieve mutually acceptable solutions.

The principle of respect for human rights.

The Bank respects human rights and recognizes their importance and universality. The Bank respects the universal nature of such rights, understanding that they are inseparably applicable in all of the Bank's member states, all cultures, and in all circumstances, takes measures to respect human rights, and considers it unacceptable to benefit from situations where any law or its application fails to provide commensurate protection for human rights.

3. COMMITMENT TO THE PRINCIPLES OF THE UN GLOBAL COMPACT

3.1. The Bank participates in the UN Global Compact (hereinafter, the "Global Compact"), regards its principles concerning human rights, labor relations, the environment, and anti-corruption efforts as an integral part of its strategy, and makes efforts toward their implementation.

3.2. Concerning issues related to the implementation of the principles of the Global Compact, the Bank cooperates with the Global Compact Office, the steering committees of Global Compact local networks, and organizations involved in Global Compact local networks in the Bank's member states.

3.3. The Bank makes efforts to promote the principles of the Global Compact among its partners, customers, investors, and other stakeholders.

4. GOVERNANCE AND PLANNING OF THE BANK'S CSR ACTIVITIES

4.1. Governance

4.1.1. The Bank uses experience and best practices of leading multilateral development banks and international financial institutions to build a CSR governance system.

4.1.2. The Bank's CSR governance is incorporated into and forms part of the Bank's overall governance system.

4.1.3. The Chairman of the Bank's Board shall be in charge of the general management of the Bank's CSR activities.

4.1.4. With the aim of ensuring the strategic planning and coordination of the Bank's CSR activities and over the course of developing this area of the Bank's activities, the Bank may establish a collegial CRS governance body headed by one of the Deputy Chairmen of the Bank's Board.¹

4.1.5. The functions of current planning in relation to the Bank's priority areas of CSR as defined in this Policy shall be performed by the Bank's relevant divisions.

4.1.6. The relevant divisions shall plan their activities subject to the provisions of this Policy.

4.1.7. The Bank's relevant divisions shall be responsible for the implementation of this Policy within their competence.

4.1.8. The distribution of functions related to the Bank's CSR governance among the Bank's divisions is set forth in the Annex to the Order of the Bank.

4.2. Planning

4.2.1. In order to implement the provisions of this Policy, the relevant documents shall be formulated and applied at each level of planning.

4.2.2. The basic document of the Bank on CSR is the Bank's Development Strategy, defining the main objectives of the Bank in this area in the medium term.

4.2.3. The Bank's specific objectives of CSR are specified in the IIB Business Plan for each subsequent calendar year.

4.2.4. The specific CSR activities carried out by the Bank's divisions are specified in the operational action plans of such divisions.

4.2.5. The Bank's country strategies contain sections on country-specific environmental protection problems and the socioeconomic status of the population and, where appropriate, formulate the Bank's suggestions concerning how to facilitate the resolution of such problems in the course of the Bank's activities.

5. STAKEHOLDER COMMUNICATION ON CSR

5.1. The Bank undertakes to report to the stakeholders on the material aspects of its activities² and ensure that stakeholders have the right to be heard.

5.2. To communicate with its stakeholders, the Bank applies the following principles:

- **Materiality.** The Bank clearly identifies its stakeholders and understands what stakeholder interests are material to the Bank.
- **Inclusivity.** In the course of its activities, the Bank will pay attention to stakeholder concerns, understanding their views, needs, expected results, and opinions on important matters.
- **Responsiveness.** In the course of its activities, the Bank consistently responds to all material stakeholder issues.

5.3. The Bank's major stakeholders with respect to CSR are as follows:

- member states of the Bank through their representatives in the IIB Council; investors; customers;
- partners and counterparties, including international financial institutions and multilateral development banks, national development banks, export credit agencies, sovereign funds, commercial banks, investment funds, and governmental authorities of the member states and third countries;

¹ Unless the Bank's Board resolves to appoint a special collegial body responsible for strategic planning and coordinating the Bank's CSR activities, such matters shall fall within the competence of the Financial Committee.

² The principles of communication between the Bank and external stakeholders are governed by the Policy [10]

- staff members of the Bank;
- local communities and social, educational, and research institutions of the member states and third countries;
- contractors and suppliers of the Bank.

6. PRINCIPAL AREAS OF THE BANK'S CSR ACTIVITIES

In its operations, the Bank strives to contribute to long-term economic, environmental, and social progress in the member states in order for them to achieve sustainability through:

- responsible social and business practices;
- responsible environmental practices;
- responsible employment practices.

6.1. Responsible Social and Business Practices

Responsible social practices

6.1.1. The Bank is committed to ensuring that its operations in the member states, specifically activities related to support for small and medium-sized businesses, facilitate the implementation of national socioeconomic development programs, the reduction of poverty, the provision of support for socially vulnerable population segments, the creation of new jobs, including for people with disabilities, the improvement and enhancement of working conditions, the protection of workers' rights, human development, gender equality, and the protection of mothers' and children's rights.

6.1.2. In view of the foregoing, the Bank strives in forming its project portfolio to purposively search for and select the projects that can deliver additional social results in the form of socioeconomic benefits for affected people, including:

- projects involving the creation of new high-efficiency and safe jobs, including for people with disabilities;
- projects associated with developing social infrastructure, improving community access to basic services, and providing support for socially vulnerable population segments; □ projects contributing to human development.

6.1.3. All projects financed by the Bank are subject to obligatory preliminary assessment as to their social impact in accordance with the assessment criteria. The results of such assessment are used by the Bank for its decisions to finance projects.

6.1.4. Depending on the scale and nature of the social impact of the projects financed by the Bank, the Bank establishes project impact management requirements and monitors the social risks of the projects financed by the Bank in accordance with the above-mentioned criteria.

6.1.5. To assess and monitor the social risks of projects, the Bank may engage consulting, auditing, and research organizations and individual experts on a contractual basis.

6.1.6. If any other international and national financial institutions are engaged to co-finance projects, the Bank cooperates with them to agree upon common approaches to preliminary social impact assessment and the monitoring of the social risks of co-financed projects.

Responsible business practices

6.1.7. In its activities, the Bank is committed to the principle of unconditionally fulfilling its obligations to customers, investors, counterparties, partner organizations, contractors, suppliers, and other stakeholders and guarantees the high quality of its products and/or services.

6.1.8. The Bank strives to ensure the maximal publicity and transparency of its activities based on best corporate governance practices of international development banks subject to all necessary requirements of international law, the laws of IIB's member states, and the Bank's internal regulatory documents on the protection of confidential information, bank secrets, and proprietary information.

6.1.9. The Bank is extensively involved in combating corruption and fraud, including extortion and bribery, and, to this end:

- undertakes not to offer to give, not to promise to give, and not to give any unlawful financial or other benefits to public officials of the Bank’s member states, third countries, or employees of customers and partners;
- undertakes not to demand to receive, not to agree to receive, and not to receive any unlawful financial or other benefits from public officials of the Bank’s member states, third countries, or employees of customers and partners;
- develops and introduces programs and measures aimed at internal control, ethics, and compliance with the requirements set forth in the laws of the member states with respect to the prevention and detection of corruption and fraud and based on risk assessment reflecting the particularities of the Bank’s operations as a multilateral development institution;
- ensures and strives to increase the transparency of its anti-corruption efforts;
- raises awareness of anti-corruption measures among its staff members as part of the relevant corporate educational activities.

6.1.10. The Bank is extensively involved in anti-money laundering, combating the financing of terrorism, and countering other illegal acts in the financial and banking sectors.

6.1.11. On a constant basis, the Bank improves the corporate compliance control system and fulfills all necessary requirements of international law and the laws of the member states with respect to the prevention of insider information misuse and conflicts of interest.

6.1.12. The Bank believes that fair competition stimulates innovation and efficiency, reduces the cost of products and services, guarantees that all business entities have equal opportunities, promotes the development of new or improved products or services, and ultimately stimulates economic growth and improves standards of living.

6.1.13. The Bank strives to ensure that its activities are brought into line with the scientific and technical policies of the member states and, where possible, strives to promote the realization of their potential for innovation.

6.1.14. The Bank does not finance projects, specified in the List, deliberately not funded by IIB projects and types of activities that are in the Annex 1 to the Environmental and Social Impact Assessment Guidelines.

6.1.15. The Bank makes efforts to raise awareness of the principles and challenging issues of corporate social responsibility among its customers, investors, partners, counterparties, contractors, suppliers, and other stakeholders.

6.2. Responsible Environmental Practices

Environmental policy of the Bank

6.2.1. The Bank recognizes its responsibility for the direct or indirect environmental impact of its activities.

6.2.2. The Bank supports efforts to prevent pollution and improve environmental conditions, efficiently distribute natural resources, and mitigate the effects of global climate change and adapt to global climate change through the targeted search for and selection of, in the formation of its project portfolio:

- projects that involve energy conservation and renewable energy sources;
- projects that contribute to limiting greenhouse gas emissions and introducing advanced technology in mitigating the effects of global climate change and adapting to global climate change;

- projects that contribute to introducing advanced environmental protection technology into industrial and household waste management, as well as recycling projects;
- projects that contribute to introducing advanced environmental protection technology into toxic or hazardous waste management;
- projects that contribute to introducing advanced technology into water management, water quality improvement, and improved community access to clean drinking water, including the use of recycling technology;
- projects that are aimed at promoting the environmental viability of urban and rural development;
- projects that contribute to introducing sustainability practices into the agricultural, fishing, and forest industries, including such aspects as animal welfare.

6.2.3. All projects financed by the Bank are subject to obligatory preliminary assessment as to their environmental impact in accordance with the assessment criteria. The results of such assessment are used by the Bank for its decisions to finance projects

6.2.4. Depending on the scale and nature of the environmental impact of the projects financed by the Bank, the Bank establishes project impact management requirements and monitors the environmental risks of the projects financed by the Bank in accordance with the abovementioned criteria.

6.2.5. To assess and monitor the environmental risks of projects, the Bank may engage consulting, auditing, and research organizations and individual experts on a contractual basis.

6.2.6. If any other international and national financial institutions are engaged to co-finance projects, the Bank cooperates with them to agree upon common approaches to preliminary environmental impact assessment and the monitoring of the environmental risks of co-financed projects.

6.2.7. The Bank strives to ensure that its products and services facilitate the effective implementation of rules of international law on environmental protection and public access to environmental information, as well as the environmental legal regulations of the member states.

6.2.8. Sharing concerns about biodiversity conservation, the Bank seeks to ensure that the projects financed by the Bank include measures to protect natural habitats, wetlands, forests, including tropical and equatorial forests, conservation areas, and migration corridors of wild animals.

6.2.9. The Bank intends to consistently expand its participation in international environmental protection initiatives, including joining the UN Environment Programme Finance Initiative.

6.2.10. The Bank makes efforts to promote the principles of environmentally responsible practices among its customers, investors, partners, counterparties, suppliers, contractors, and other stakeholders.

Managing the Bank's internal environmental impact

6.2.11. Due to the nature of its activities, the Bank has no direct material impact on the environment. The main resources consumed by the Bank for the operation of its headquarters, representative office, and branch are electricity, heat, and water.

6.2.12. Committed to the principles of sustainability, the Bank strives to reduce the excessive consumption of resources and minimize the existing adverse environmental impact by introducing into its headquarters and branch energy-efficient technology, reduced water consumption, lower office paper consumption through the implementation of an electronic document management system and double-sided printing, and decreased air pollutant emissions by using corporate motor vehicles that conform to Euro 4 or above.

6.3. Responsible Employment Practices

6.3.1. The Bank builds business relations with its employees based on the principles of legality and observance of conventional labor rights of the employee.

6.3.2. The Bank does not allow the use of child labor, promotes an actual ban on its use, and, if necessary, takes immediate and effective measures to ensure the prohibition and urgent elimination of child labor.

6.3.3. The Bank does not allow the use of forced or compulsory labor and takes appropriate measures to ensure that such labor is not used in its activities.

6.3.4. In its activities, the Bank adheres to the principle of equal opportunities and treatment in employment and does not allow the discrimination of its staff members in hiring, compensation, access to training, promotion, or dismissal for any reason such as race, color, sex, language, religion, political or other opinions, nationality, national or social origin, birth status, affiliation, sexual orientation, health status, or age.

6.3.5. The Bank protects its staff members against any acts of physical, verbal, psychological, and sexual harassment in the workplace from colleagues, including on the part of executives. If IIB staff members violate their employment duties or the requirements of the Code [9] or commit misconduct, any staff member may report such violation to the Compliance Department in accordance with the Procedure [12].

6.3.6. The Bank contributes to maintaining the health of its staff members, promotes their healthy lifestyle, provides them with social, health, and pension insurance through the implementation of measures under the Targeted Social Program.

6.3.7. The Bank provides safe and comfortable workplace conveniences for its staff members by creating and maintaining an integrated management system for occupational safety.

6.3.8. The Bank respects the family responsibilities of its staff members by providing acceptable working hours and other conditions that can allow personnel to balance work and private life.

6.3.9. The Bank strives to create the conditions for the continuous professional development of its staff members and for their career and personal development.

6.3.10. The Bank provides its staff members with adequate pay corresponding to remuneration paid to employees of leading international financial institutions and multilateral development banks.

6.3.11. The Bank protects the rights of its staff members to sick pay, annual vacation, and maternity leave.

6.3.12. The Bank considers the interests, safety and well-being of the employee in case of necessity to attract them to work overtime.

6.3.13. The Bank undertakes not to benefit from any unfair, exploitative, or severe employment practices of its customers and counterparties and uses reasonable efforts to help the Bank's stakeholders pursue responsible employment practices.

7. CHARITY AND SPONSORSHIP OF THE BANK

7.1. The main area of the Bank's charity and sponsorship activities is to support environmental initiative, education and science, as well as the preservation of the cultural heritage of the Bank's member states.

7.2. For the purpose of environmental conservation and protection, the Bank may provide financial support for environmental initiatives and projects implemented by national and international institutions, including non-governmental organizations, in the Bank's member states.

7.3. The Bank cooperates with relevant higher education institutions (hereinafter, "partner universities") and research institutions of the member states under long-term cooperation agreements.

7.4. The Bank may arrange short and long-term trainings in its divisions for students of partner universities.

7.5. In order to support education and promote research in the area of financing international development and activities of multilateral development institutions, the Bank may:

- establish personal corporate scholarships for students of leading higher education institutions of finance and economics in the IIB's member states;
- provide targeted financial support (sponsorship) to improve the educational process and raise the level of specialist training at leading higher education institutions of finance and economics in the IIB's member states.

7.6. In support of cultural heritage of the Bank's member states, the IIB can lend assistance in the preservation of architectural monuments and supporting the museums.

7.7. As resolved by the Bank's Board, the IIB may carry out charity and sponsorship activities in other areas, forming the system of motivating employees to participate in charitable and sponsorship activities.

7.8. The Bank gives preference to socially significant projects, which carried out on a systematic basis, has the potential long-term development, remained without governmental support or received insufficient support of state and local authorities. All project related to charity and sponsorship activities are being selected on the basis of applications analysis, which contain a reasoned rationale for necessity of IIB to participate in this project.

8. RISK MANAGEMENT

8.1. To combat unscrupulous business practices and identify the potential and current risks that may cause financial or reputational damage to the Bank, the member states of the Bank, and its customers, the Bank applies a risk management system that includes identifying, measuring, managing, and monitoring risks.

8.2. The Bank's risk management system is aimed at ensuring the Bank's financial stability, maintaining the efficient functioning of the Bank's management system, minimizing risks that arise out of the Bank's operations, and building the Bank's positive reputation among customers.

9. CSR REPORTING OF THE BANK

9.1. The Bank has plans to begin in 2016 to publish the Sustainability Report on an annual basis in accordance with the principles set forth in the G4 Sustainability Reporting Guidelines and the Financial Services Sector Supplement released by the Global Reporting Initiative (hereinafter, the "GRI Guidelines").³

9.2. The Bank shares the sustainability reporting principles set forth in the GRI Guidelines, namely the principles for defining the report content (materiality, stakeholder inclusiveness, sustainability context, completeness) and the principles for defining the report quality (balance, comparability, accuracy, timeliness, clarity, reliability).

9.3. Starting from 2016, the statement about progress in integrating the principles of the Global Compact into the Bank's activities will be an integral part of the Sustainability Report.

9.4. The procedure for the preparation of the Sustainability Report is defined by the Bank's relevant internal regulatory documents.

9.5. The Sustainability Report is subject to internal audit by the Bank's Internal Control Department.

³ As resolved by the Bank's Board, the Sustainability Report may be published as part of the integrated (main) Annual Report of the Bank.

10. FINAL PROVISIONS

10.1. This Policy shall be subject to approval by the Bank's Board and shall take effect pursuant to the Order of the Chairman of the Bank's Board (or the person acting in such capacity). Any amendments and supplements to this Policy shall be adopted in the same manner.

10.2. This Policy shall be binding upon all of the Bank's divisions and staff members and shall be taken into account in preparing new internal regulatory documents.

10.3. Upon the approval of this Policy, the Bank's internal regulatory documents currently in effect shall be amended accordingly.

10.4. In case of amendments to the Agreement on the establishment of the International Investment Bank and its Charter, present Policy and amendments thereto shall apply to the extent not inconsistent with the newly adopted rules and other regulations of applicable legislation or the Agreement on the establishment of the International Investment Bank and its Charter.

11. REFERENCES

1. Agreement on the Establishment of the International Investment Bank registered with the UN Secretariat on December 1, 1971, under No. 11417 (as amended by the Minutes of December 20, 1990).
2. Universal Declaration of Human Rights adopted by the UN General Assembly on December 10, 1948.
3. Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body of the International Labour Office at its 204th Session (Geneva; November 17, 1977).
4. United Nations Convention against Corruption adopted by the UN General Assembly on October 31, 2003.
5. OECD Guidelines for Multinational Enterprises updated at the 50th OECD Ministerial Council Meeting on May 25, 2011.
6. AA1000 series of AccountAbility's standards.
7. GRI Sustainability Reporting Guidelines (the G4 Guidelines were released in May 2013).
8. IIB Development Strategy for 2013–2017 (OND-24) approved by the Minutes of the 97th meeting of the IIB Council (June 6, 2012).
9. IIB Code of Corporate Ethics (OND-32) approved by Order No. 100 of November 7, 2013.
10. IIB Policy on the Disclosure of Information to External Users (PTK-3) approved by Order No. 99 of November 1, 2013.
11. Regulations for Reputational Risk Management (PLZh-77) approved by Order No. 119-A of December 30, 2013.
12. IIB Procedure for Receiving and Considering Whistleblower Reports (PDK-69) approved by Order No. 97 of August 18, 2014.
13. Environmental and Social Impact Assessment Guidelines (PDK-91) approved by Order No.104 of December 11, 2015.