



CODE OF ETHICS OF THE AUDITOR

THE SUPREME AUDIT OFFICE OF THE SLOVAK REPUBLIC

**Bratislava
October 2020**

PREAMBLE

The aim of the Code of Ethics of the Supreme Audit Office of the Slovak Republic (further "Code of Ethics") is to establish a set of ethical principles and values that are the base of ethical behaviour in the conditions of the Supreme Audit Office of the Slovak Republic (further "SAO SR"). The Code of Ethics defines the basic ethical requirements and rules of ethical conduct. Their observance will contribute to build and strengthen the confidence of other public administration bodies and public in the independence, objectivity and professional approach by the SAO SR and its employees.

Article 1

INTRODUCTORY PROVISIONS

- (1) The Code of Ethics is based on the ISSAI 130 "Code of Ethics of the International Organisation of Supreme Audit Institutions INTOSAI". It is in accordance with Act 55/2017 Coll. for Civil Service as amended, and Decree of the Office of the Government of the Slovak Republic 400/2019 Coll., which issues the Code of Ethics for State employees.
- (2) This Code of Ethics applies to the SAO SR management, employees who perform audit activities on behalf of the SAO SR, invited persons¹⁾ and, as appropriate, to other employees of the SAO SR who participate in any way in the SAO SR audit activities (further "auditor").

ARTICLE 2

ETHICAL VALUES AND PRINCIPLES

- (1) Ethical values are an expression of what is important and should therefore influence the decision-making and action by the auditor.
- (2) Ethical principles guide how ethical values should be applied in practice and what the auditor's behaviour should be.
- (3) This Code of Ethics is based on five basic ethical values. For the purposes of this Code of Ethics, they are the following:

¹⁾ Article 6 paragraph 2, Act by the National Council of the Slovak Republic 39/1993 Coll. about the Supreme Audit Office of the Slovak Republic as amended.

IRREPROACHABLENESS

The SAO SR ensures that the internal environment does not lead the auditor to ethical violations and must respond in a timely manner to possible violations of the principle of integrity, while the management of the SAO SR is an example of compliance with this principle.

The auditor is irreproachable and acts honestly, reliably, conscientiously, in good faith and public interest.

The auditor is trustworthy and adheres to the principles and standards set by the SAO SR.

The auditor ensures fulfilling the duties and uses the disposable powers, information and resources exclusively in the public interest.

The auditor takes into account circumstances that could expose him/her to a situation where integrity could be called into question - these are mainly personal, financial or other interests and relationships that conflict the interests of SAO SR.

INDEPEDENCE AND OBJECTIVENESS

The auditor is independent, impartial and unbiased, may not participate in the decisions by the management of the audited entity and does not participate in the audit of the audited entities in which he/she previously worked.

The auditor avoids circumstances and situations in which personal interests could influence decision-making, and does not accept gifts or other benefits violating the Law.

The auditor is able to detect threats and situations that could affect his/her independence and objectivity and without undue delay informs about such the SAO SR management through the senior State employee.

The auditor is not burdened with influence or circumstance that could affect his/her professional judgement.

COMPETENCE

The SAO SR is responsible for the composition of audit groups, which collectively have the necessary knowledge and skills.

The SAO SR provides the auditors with professional and personal development, for example through continuous education in key areas, regular updating of internal regulations or the publication of manuals and handbooks.

The SAO SR provides auditors with adequate tools for the exchange of experiences and an environment that enables open discussion and information sharing.

The auditor acquires and maintains the knowledge and skills necessary for the performance of the function of the auditor, taking into account developments in the field and acts with due care and accordance with the relevant standards.

The auditor understands the audit mission and tasks to be performed, knows the relevant standards and principles to be followed.

The auditor evaluates the findings in broader and different contexts according to the requirements of work and respective tasks.

PROFESSIONAL BEHAVIOUR

The SAO SR is aware of the level of professional conduct expected by interested parties and helps auditors to comply with this standard.

The SAO SR management supports professional behaviour by adhering to principles and procedures and is an example of professional behaviour for other auditors.

The auditor acts in accordance with the Constitution of the Slovak Republic, Constitutional Laws, other generally binding legal regulations and avoids any conduct that could disparage the name or position of the SAO SR and is also prudent using the social networks.

The auditor understands the impact of his/her actions on the SAO SR credibility and carefully considers how his/her behavior in and outside the work environment may be perceived by stakeholders.

CONFIDENTIALITY AND TRANSPARENCY

The SAO SR balances the confidentiality of information obtained during the audit activities with the need for transparency and accountability.

The SAO SR ensures adequate protection of data obtained during audit activities, especially sensitive data.

The auditor adequately protects the information obtained and does not disclose it to third parties unless authorised to do so by Law or otherwise.

The auditor may not misuse the information and data obtained for personal benefit or for the benefit of third parties.

ARTICLE 3

ETHICAL ADVICE, MANAGEMENT AND MONITORING OF ETHICS

- 1) Ethical behaviour is the responsibility of the auditor and the SAO SR supports it by providing the education about the support of values and solving ethical dilemmas, disseminating ethical topics and incorporating the Code of Ethics into all areas of SAO SR management.
- 2) In the event that the auditor has doubts as to whether his/her conduct or behaviour is in accordance with this Code of Ethics, he/she may turn to a senior State employee, personal office or consultant for ethical conduct in the State service (further "ethics advisor")². He/she may do so even if he/she has doubts about the conduct or behaviour of another person involved in the performance of the audit activity.
- 3) The ethics advisor monitors compliance with this Code of Ethics and prepares a summary report about the results of monitoring at least once a year published on the SAO SR intranet website. The summary report contains an overview of ethical issues addressed and based on employee submissions, how these were resolved and any possible recommendations or ethical guidelines adopted on resolved matters.
- 4) Control of compliance with this Code of Ethics may also be the subject of an internal audit performed by the internal audit unit.
- 5) If someone is aware that a code of ethics has been violated within SAO SR, he/she is obliged to report this fact to the senior State employee, personal office or directly to the SAO SR President. The notification can also be made anonymously to the e-mail address *etickykodex@nku.gov.sk*.

² Article 14a of the Act 55/2017 Coll. about The State Service as amended

ARTICLE 4
CONCLUDING AND ABROGATING PROVISIONS

(1) *The Directive 7/2014 Code of Ethics of the Supreme Audit Office of the Slovak Republic employee* is repealed.

(2) This Code of Ethics is valid and effective as of 15. 10. 2020.

Bratislava, on 15. 10. 2020

Ing. KAROL MITRÍK
Secretary General of the Personal Office
SAO SR President