

Утвержден
Решением Правления
АО «Самрук-Қазына»
от 27 мая 2015 года № 22/15

Кодекс корпоративного управления

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<_^_gb_

1. Kn_jZ ^_ckl\by gZklhys_dhjiDjZ^bdkZ]h mijZ\le
 Zdpbhg_jgh]h h[©NklgZ gZpbhgZevgh]h [eZ]hkhklhy
 ZaugZ^Ze±Dh^_dZkijhkljZgy_IZpbgZg_hdb_kl©Nhg^
 gZpbhgZevgh]h [eZ]hkhklhyZgbygZ©^ZZefjmdNhg^ b
 hj]ZgbabZpb dhlhjuo ipbth dhk_ggh Nhg^m ijbZg^e_
 iylb^_kylbijhp_glh\]hehkmxsbZdpbc ^he_c mqZ
 ^Ze±hj]ZgZpbbeyhj]ZgbabZp\ dhlhjuo bf_xlky ^jm]b_ Z
 mqZklgbbZgguc Dh^_dk j_dhf_g^m_lky d ml_j`^_gbx
 Zdpbhg_jh\ mqZklgbdh\ Ohe^bg]h\u_ dhfiZgbb
 \g_^j_gb_ gZklhys_]h Dh^_dkZ \k_h_c]jmii_

2. P_eyfb gZk_l]h Dh^_dkZ y\eyxlky kh_jr_
 dhjihjZlb\gh]h mijZ\leNhgby^_ \bj]ZgbabZp h[_ki_q_gb
 ijhajZqghklb mijZ\ei_hgby_j`^_gb_ ijb_j`_gghklb Nh
 hj]ZgbabZpke^h\Zlv klZg^ZjIZf gZ^e`Zs_]h dhjihjZlb
 Dh^_dk khklh^lmb qZklg_c\giujbgpbih\ZgghIZpbcZ\be b
 jZatykg_gbjc Zeyazpklb\guo ijbgpbih\

3. GZklhysDk^_dk jZajZ[hIZg \khhI_lkl\bbhf aZ
 J_kim[ebdb DZaZgklijZgggb^b dmf_gIZNhg^Zk mq_lhf
 jZa\b\Zxs_cky \ZDZaZokfbjZdlbcbdhjihjZlb\gh]h mijZ\le
 ljh]jZffhcljZgknjhjZpbb , Nhg^Zj`^_ggh_cr_gb_fKh_IZ
 ^bj_dlhjNhg^Zjhldhd k_gly[jy < 113^Zlhev`_gby
 gZklhys_]h Dh^_dkZ ijbfgyxly k mq_lhf hkh[_gghl
 aZdhgh^Zkl\hf J_kim[ebdb DZaZokIZg

4. Xjb^bq_kelbpZ \hj]ZgbabZpbbhghhnhjf_ lh\Zjbs_k
 h]jZgbq_gghc hl_lkl_gghklvx ^he`gu ke^h\Zlv ihe
 Dh^_dkZ \ qZklb g_ ijhlb\hj_qZs_c AZdhgm J_
 ©H lh\Zjbs_klhZjbb q_gghc b^hihegbl_evghc hl_lkl_g

5. l_j\uo _^_]eZ\uo gZklhys_]h Dh^_dkZ bf_xl
 oZjZdl_j b hibku\Zxl hkh[_gghklb mijZ\le_gby Nhg
 f`^m Nhg^hf b ljZ\bl_evkl\hf J_kim[ebdb DZaZokIZ
 mijZ\le_gby _Nhg^]ZgbabZp lhke^mxsb_]eZ\uo
 ijbfgyxly Nhg^h]ZpbbZp k mq_lhf hkh[_gghkl_c h
 i_j\uo ^\mo]eZ\Zo Z lZd`_ ihev`_gbc aZdhgh^Z
 DZaZokIZg

6. Nhg^ bj]ZgbabZp^he`gu kh[eix^Zl_gbyZklhys_]h
 Dh^_dkZ \ kegm_qZhl_lkl\by md]ZaZlhf hlq_l_gbyyhg_
 ijbqbgZdkhgex^_gby dZ`^meh`bgkch_l ^bj_dlhjh\ fh`_l
 hl^_evguf ijbqbgZf \k^heZhv g_ ijbfgbfhklb beb g_h
 kh[ex^_gby hl^_evguo ihev`_gbc gZklhys_]khdh^lkl
 ihev`_gbyf Dh^_dkZ bf__l ijh^he`bl_evghklv [he_

hj]ZgblaZp^he`Zm_^hfblv Nhg^ b ijb_klb khhl_lkl\mxs
 ijbqbgDhgljhev aZ bkihfNgggbf hj]ZgblaZpbgZklhys_]h
 Dh^_dkZaeZ]Z_gkZykh_lu^bj_ljh\ Nhg^Z b]ZgblaZp
 khhl_lkl_gDhjihjZlb\gu_ k_dj_lZjb _^ml fhgblhjb] b
 kh_l\ubj_dlhjh\k bhegbl_evgZg Nhg^ZgblaZp h\hijkZf
 gZ^e`Zskh]hex^_gkZykhys_]h Dh^_dkZ`_ gZ`_]h^ghc
]h]h\yh]lq_h kh[ex^_gbb g_kh[e]k^_igb]pbi]h\eh`_gbc
 < ihke_^mxs_f ^Zgguc hlq_l \ughkblky gZ jZkkfh]j_
 Dhfbl_lkh_l\ubj_dlhjh\ ml_jK^Z_l\ubj_dlhjh\ b \dexqZ
 \ khklZ\]h^h\h]h hlq_lZ]ZgblaZp beb

7. Lj_[hgZy h[h[yaZl_evghf jZkdjulbb \]h^h\hf
 hj]ZgblaZpbgnhjfZp^he`Zm_^hfblv Nhg^ b ijb_klb khhl_lkl\mxs
 gZklhys_]h Dh^_dkZ^_im[ebdZpbb hlq_lgmkk bh d]h]eZ
 jZa\bl]f_gyx]ky yg\Zjy]h^Z

8. >hdmf_glu b k]h]p Nhg^Zj]ZgblaZp^he`gu [ulv
 ZdlmZebabh\Zgu \ khhl_lkl\bb k iheh`_gbyfb gZklhy

9. KemqZb g_kh[e]k^_igb]pbgZklhys_]h Dh^_dkZ ^
 lsZl_evgh jZkkfZ]b\Zlvky gZ h]alZkl\kZ]g]b]b]l]h\
 kh_l\ubj_dlhjh]b]b]f khhl_lkl\mxsbo gZrij]be_g]uo
 ^Zevg_cr__ kh_jr_gkl\h\Zgb_ dhjihjZlb\gh]h mijZ\
 hj]ZgblaZp

10. Nhg^h^hihegbl_e[vg]h_l_^_gfZ_lh^bd^Z]ghklb db
 dhjihjZlb\gh]h mijZ\evgby ihkj_^kl\hf dlhjh]c [l
 khhl_lkl\bijZdlb db dhjihjZlb\gh]h m]h]g^e_l]d]ZgblaZp
 iheh`_gbyf gZkl]h]f]h]Z]fu gZklhys_]h Dh^_dkZ
 i_j_kfh]jm k mq_lhf baZ]d]g]g]b]Z]_ev]kl]v[ebdb DZaZo
 dZaZoklZgkdhc b f`^im]Z]Z]h]d]g]k]c]g^Z]h\ d]b]g]h]Z
 mijZ\evgby

11. DhjihjZlb\gk_dj_bZ]Nhg^Z h]ZgblaZp]h^hklZ\ey
 jZatykg_gby \ hlghr_gbb k]h]e]s_]g]b]D]h]Z]dkZ b b.o ijb]f_

12. < gZklhys_f Dh^_dk_bkihevamx]ky ke_^m]sb_

1) Zdpbh]g]m]q]Z]k]g]e]deb]ph y\ey]ksy \eZ^_evp_f Z
 ^heb mq]Z]k]Z]g]blaZp

2) ^he`ghkl]g]h]p]h]q]e]k]h_l]Z]b]j]d]l]h]j]h\ bkihegbl_e
 hj]ZgZ beb ebph _^bghe]b]q]g]h]n]m]p]s]b]k]l]b]e]y]h]e]g]b]l]e]v]g]
 hj]ZgZ

3) aZbgl_j_kh\Z]h]g]h]g]u]nbabq_kdb_ ebpZ xjb^bq_l
]jmiiu nbabq_kdbo beb xjb^bq_kdbo ebp dlhju_ h
 fh]ml bkiulu\Zlv \ebygb_ ^N]h]g^e]Z]v]g]b]k]h]p]Z]g]blaZp bo
 ijh^mdlh\ beb m]k]e]m]y]a]Z]g]g]uo k w]l]b]f ^_c]k]l\bc \
 aZdhgh^Zl_evkl\Z aZdexq_gguo ^h]h\h]j]h\ d]g]h]j]Z
 hihkj_^h\Z]g]h]ij_^_e_gb_ g_ jZkijhkl]Zgy_lky gZ \k_
 [ulv agZ]d]h]f]g]k^h]f]h]p]Z]g]blaZp b]e]u]j]Z`Z]l]f]g_g]b_ h]h]k]g]h\g]u]f]b

ij_^klZ\bI_ayZ b gl_j_kh\Z g h j h g \ e y x l k z d p b h g_j Z u [h l g b d b
deb_g l u h k l Z \ s b d j h k m ^ Z j l g l u _ h j] Z g u _ j g b _ h j] Z g b a Z
^_j`Zl_eb h[eb]Zpbc dj_^blhjb [s_bgl\ \ k l g h j j] Z g b a Z p b b
gZk_e_g_b]bhgh\ dhIhjuo hkms_kl\ey_lky ^_yl_ebvghl
h j] Z g b a Z p

4) dhfiZgb ± gZpbhgZevgu_ dhfiZgbb b ^jm]b_ xjb
[he_ iylb^_kylb ijhp_glh\]hehkmxsbo Zdpbc rjyeh_c m
ijbgZ^e_`Zl ;Nhg^m

5) dhjihjZlb\gkuh[ulby kh[ulby hdZau\Zxsb_ kms_
\ebygb_ gZ ^_yl_evghklv Zdpbhg_jgh]h h[s_kl\Z a
Zdpbhg_jh\ b bg_klhjh\hZdpbhg\Zghhij_^kleZlgga_
AZdhgZ J_kim[ekbZg ©H[Zdpbhg_jguo h[s_kl\Zo^a

6) dhjihjZlb\gudhgnelb ± jZagh]eZkby beb kihj
Zdpbhg_jZfbj]ZgZfb Nhg^Zj]ZgblZ h j] Z g Z f b N h g ^ Z
h j] Z g b a Z p e _ g Z f b K h \ _ I Z ^ b j _ t k h j e g b b _ e v g h j] Z g Z
jmdh\h^blK_e_mf`[u \gmlj_gg_]dhZihjZblZfgk_dj_lZj_f

7) dexq_\ühdaZZl_eb bg^bd^Zlyh]uevghklb ± ^DZe__
± oZjZdl_jbamxs_b_ mjh_gghklvonn^dyb\evghgNz beb
h j] Z g b a Z p d Z a Z l i h e b \ h e y x s b _ h p _ g b l v w n b o ^ d l y d \ g e h v g l v k l b
\ p _ e l z f l Z d ` _ j m d h \ h ^ y s b o N Z i g r b e b d i j] Z g b a Z p l > b f _ x l
dhebq_kl_ggh_ agZq_gb_ ml_jèZg_jZa\^NkhyklZeb
h j] Z g Z p a b b k h h l \ _ k l \ m x s _ _ j _ a o f e y l Z e Z f g h k l b a Z i e Z g b
b h l q _ l g u _ i ; j b h ^ u

8) g_aZ\bkkb^fujc_dlhje_g Kh_IZ ^bj_dh h j h [e Z ^ Z _ I
^hklZlhqguf ijhn_kkbhgZebafhf b kZfhklhyl_evghklv
g_aZ\bkkbfu_ b h[t_dlb\guk\h]h^gguby hl \ebygby hl^
Zdpbhg_jhkihegbg_hj]ZgZjhqbæZbgl_j_kluvZgklhjhg
Lj_[h\Zgbg_dZ\bkkbfuf ^bj_dlhjZf mkIZgZ\eb\Zxiky \
AZdhghf J_kim[ebdb DZaZokIZg ©H[Zdpbhg_jguo
aZdj_ieyxlkylZ_NbrdyZgblZp

9) h[s__kh[jZgb_ Zdpbhg_jh\ mæqZuklgbæh\h j] Z g
h j] Z g b a Z p l h j y ^ h d i j h \ _ ^ _ g b y h [s _] h k h [j Z i g b y _ Z g p b k h y
aZdhgh^Zl_evkl\hf J_kim[ebdb DhZjZgoklZgpbimkkulZZ\hlfky
\jZa^_e_ gZklhys_]h Dh^_dkZ

10) hf[m^kf ± ebphgZagZqZ_fh_ Kh_Ihf Mhög^Zhejh\
dhIhjh]h aZdexqZ_lky \ dhgkmevlbjh\Zgbb h[jZlb\rbc
Nhg^Zh]ZgblZp h d Z a Z g b ^ _ c k l \ b y \ j Z a j _ r _ g b b l j m ^ h \ v
dhgnebdh\ ijh[e_fgukhpbjZkljmh\hdZjZdl_jZ Z l Z d
kh[ex^_gjb]pbih\ ^_eh\hc wlbdb jZ[hlgghjZgblZp g^Z b

11) h j] Z g b a Z p x j b ^ b q _ k d b _ e b p Z [h e _ _ i y l b ^ _ k y
] h e h k m x s b o Z d p b c ^ h e d _ h c h j u o Z k i j y f h b e b d h k \ _ g g h i j b
N h g ^ m g Z i j Z \ _ k h [k l b _ g h h k b d _ e e v g h] h m i j Z \ e _ g b y

12) iZjlg_j± ihklZ\sbdb b ih^jyZgllgdj_u \ kh\f_klgl
ijh_dIZo

13) ieZgZa\blh^y^hdmf_gl hij_^_eyxsbh hkgh\gu_
^_yl_evghklb b dexq_\u_ ihdZaZI_eb ^_hj]ZevgZpZ N
iylbe_lgbc i_mh^j`^Z_Kud_l^bj_dlhjh\

14) ljZ\bl_evkl\h ljZ\bl_evkl\h_kim[ebdb DZaZo
_^bgkl_gguc ZNpgh^z_j

15) mklhcb\jZa\blbw\h jZa\blb_ ijb dlhjhfh M
hj]ZgbazpmijZ\eyxl \ebygb_f k\h_c ^_yl_evghklb gZ
wdhgkfb h[s_kl\h b ijbgbfzky mq_khf[ex^_gby bgl_j_
aZbgl_j_gu^Zg^lhjhg

16) Nhg^± Zdpbhg_jgh[s_kl\h©Nhg^ gZpbhgZev
[eZ]hkhklyhygby- ©KZfjz^d

17) ohe^thgZy dhfiZgdbhyfiZgy dlhjhch iyyfh beb dhk
ijbgZ^e`ZI bZdpb mqZklby \ ^hj]ZgblaZpb bf_xsZy
\hafh`ghkbylvigbzgbfZ_fuZggufhj]Zgbazfdj_r_g.by

JZa^_e ljbgbpiu dhjihjZlb\gh]h mijZ\e_g
Zdpbhg_jgh]h h[s_kl\Z ©Nhg^ gZpbhgZevgh]h [
©KZfjzmZaugZ^a

=eZ\Z ljZ\bl_evkl\h Zdpbhg_j Nhg^Z

1. ljZ\bl_evkl\hkim[ebdb DZaZoklZgjZ\bl_evkl\h
jZa]jZgbqb\Z_l k\hb iheghfhqby dZd _^bgkl_ggh]h
iheghfhqby k\yaZgg_u k]hkm^Zjkl_gguf j_]mehjh\
mijZ\ey_l Nhg^hf \ p_eyo ipbhugZevghghZ [eZ]hkhk
J_kim[ebdb DZaZoklZg ihkj_^kl\hf m_ebq_gby ^h
p_gghklb Nhg^ZgblaZpb wnn_dlb\gh]h mijZ\e_gby Zdlb
hj]Zgbazp

2 ljZ\bl_evkl\h J_kim[ebdb DZaZo^k^g\ygyf
Zdpbhg_jhg^Z

Hkgh\gZy kljZI_]bq_kdZy aZjZgZbZpghZ bhkl
^he]hkjhqghc klhbrikkkchqbjZa\blb_ Nhg^j]ZgblaZp qih
hljZ`Z_\kyljZI_]bb jZa\blbydhNhg^Zkb ijbgbfZ_fu_ j_r_
b ^_ckl\by ^he`gu khhl_lkl\hjZa\vbkdjZI_]bb

< Nhg^_d hfiZgy ^he`gZ [ulv \ukljh_gZ hilbfZevgZy
Zdlb\h\ Nhg^fiZgp ^he`gu klj_fblvky d fZdkbfZevghfr
kljmdlmu k\hbo Zdlb\h\ b b o ihZ]ZgblaZpb hggh

Hj]Zgbazpkms_kl\eyxl k\hx ^_yl_evghklvc\hZghZgd
ijhnbevghc ^_yl_evghklb Hkms_kl\e_gb_ gh\uo
^himkdZ_lky ijb mkeh\bb qih gZ ^Zgghf jugd_ hikm

m q Z k l b _ N h g ^ Z g b l a z p [m ^ _ l k i h k h [k l \ h \ Z l v j Z a \ b l b x k j _ ^ g _] h [b a g _ k Z

J _ d h f _ g ^ m _ e k y q b o Z k h o j Z g _ g b _ d h g l i j z d e v l g z h] Z d p b ^ h e _ c m q Z k i j l b z y g b l a z p N h g ^ Z

3 l j Z \ b l _ e v k l \ h m q Z k l \ m _ l \ m i j Z \ e i j Z g b l a z p h ^ h b k d e x q b l _ e v g h i h k j _ ^ k l \ h f j _ Z e b a Z p b b i h e g h f h q b c _ ^ N h g ^ Z i j _ ^ m k f h l j _ g g u o A Z d h g Z f b o h g Z h v g g h] h [e Z] h k h m k l Z \ h f N h g ^ Z b i j _ ^ k l Z \ b l _ e v k l \ Z \ K h \ _ l _ ^ b j _ d h i j b g p b i u b \ h i j h k u \ a Z b f h ^ _ c k l \ b y l j Z \ b l _ e v k l \ j _] e Z f _ g l b j h \ Z g u \ K h] e Z r _ g b b h \ a Z b f h ^ _ c k l \ b b f _ J _ k i m [e b d b D Z a Z o k l Z g h l j N h g u f i h k l Z g h \ e _ g b _ f l j Z \ b J _ k i m [e b d b D Z a Z o k l Z g h l ^ _ d Z [j y ^ Z e ± K] h] e Z r _ g b _ \ a Z b f h ^ _ c k l \ b h l g h r _ g b b l j Z \ b l _ e v k l \ Z d Z d Z d p b h g _ j i j b g p b i u j Z a ^ _ e Z \ Z Z d p b h g _ j h \ m q Z k l g b d h \ b h l g h r _ g b _ d Z d p b h g _ j Z f ^ a m q Z k l g b d Z f D h ^ _ d k Z g \ q i j h l b \ h j _ q Z s _ c A Z d h g m J _ k i m [e b d b D Z a Z o k l Z g © H [e Z] h k h k l h y g b y ^ a

4. < p _ e y o k l Z [b e v g h] h w k h g b Z e y g k d h] h j Z a \ b l b y h [_ k i _ q _ g b y m k l h c q b \ h k l b w d b g h f b d b a ^ b c k Z s b y \ h a f h g _ [e Z] h i j b y l g u o \ g _ r g b o n Z d l h j h \ \ h i j h k u m i j Z \ j Z k k f Z l j b \ Z x l k y g Z a Z k _ ^ Z g b b K h \ _ l Z i h ^ z h e j Z k e m N g b x \ h a] e Z \ e y h f _ a b ^ _ g l h f J _ k i m [e b d b D Z a Z o k l Z g k l \ e y _ l ^ _ y l _ e v g h k l v k h h e z k g b x m l \ _ j ^ _ g g m d z a h f l j _ a b ^ _ g J _ k i m [e b d b D Z a Z o k l Z g [j y] h ^ Z <

5 l j Z \ b l _ e v k l \ h i j _ ^ h k l Z \ e y _ l h j] Z g b l a z p b i h e g m x h i _ j Z p b h g g m x k Z f h k l h y l _ e v g h k l v b g _ ^ h k m k k d h j h g d l j Z \ b l _ e v k l \ Z b] h k m ^ Z j k l Z g g u o i _ j Z l b \ g m x l _ d m s m b g \ _ k l b p b h g g m x ^ _ y l _ e v g h j k Z g b l a z p ^ Z b b k d e x q _ g b _ f k i j _ ^ m k f h l j _ g g u o a Z d h g Z f b Z d l Z f b b i h j m q _ g b y f b l j D Z a Z o k l Z g

l j Z \ e _ g b _ N h j g ^ Z _ ^ Z l _ e v i j Z \ e _ g b l y j] Z g b l a z p i h e g h k l v x k Z f h k l h y l _ e v g u b g _ a Z \ b k b f u i j b i j b g h k m s _ k l \ e _ g b b e x [u o ^ _ c k l \ b c \ i j _ ^ _ e Z o k \ h _ c d h f i _

6 < a Z b f h h l g h r _ g b y \ a Z b f h ^ _ c k l \ b _ f _ ^ m l j N h g ^ h f j] Z g b l a z p h k m s _ k l \ e y x l k y q _ j _ a K h \ _ l ^ b j _ d k h h l \ _ l k b \ k i j b g p b i Z f b g Z ^ e _ ` Z s _] h d h j i h j Z l b \ g h] h m n m g d p i j b ^ k ^ Z l _ e y K h \ _ l Z ^ b j i j d h k i h Z l b e j Z \ e g b y N h g ^ Z q _ l d h j Z a] j Z g b q _ g u b a Z d j _ i e _ g u \ ^ h d m f _ g l Z o N h g ^ Z

K h k l Z \ b d h f i _ l _ g p b y K h \ _ l Z ^ b j _ d l h j h \ N h g ^ Z k h h l \ _ l k l \ k A Z d h g h f J _ k i m [e b d b D Z a Z o k l Z g © H N h [e Z] h k h k l h y g b y ^ a K h k l Z \ K h \ _ l Z g ^ Z h j f b l j m h l k y b a q b q e _ g h \ l j Z \ b l _ e v k l \ ^ Z _ ^ Z l _ e y \ e g b y N h g ^ Z g _ a Z \ b ^ b j _ d l h j h \ b b g u o e b p D h e b q _ K h \ _ g g u e b k h d N h j g Z

hij_^_ey_lky mklZ\hf Nhg^Z ijb wlhf qbkeh g_aZ\bkt
[ulv g_ f_g__ ^\mo iyluo hl dhebqKkh_\lZgh]dihjmkIZ&
hlghr_gbb qe_gh\ Kh_IZ ^bj_dlhjh\ \dexqZy g_aZ
ijbgbfZxlky lj_[h]Zgby @vnn_dgghklv Kh_IZ ^bj_dlhj
bkihegbg_hh hj]ZgZkIhys_]h Dh^_dkZg_\ijh]Zkhh_qZs_c
AZdhgm J_kim[ebdb DZaZokIZg ©H Nhg^_ gZpbhgZ
mklZ\Nhg^Z

lj_^k^ZI_e_f Kh_IZ ^bj_dlhjh\ Nhg^ZFbygbyljky
J_kim[ebdbDkZg ih ^he`ghklb

Qe_gu Kh_IZ ^bj_dlhjh\ y\eyxsby_ky]hkm^Zjkl\
kem`Zsbf b g_ ihemqZxl hl^_evgh]h \hagZ]jZ`^_gby
^bj_dlhjh\ b_]h dhfbl_IZo

Qe_gu ljZ\bl_evkl\Z b bgu_]hkm^Zjkl\
ij_^kIZ\bl_eb khkm^Zjpo hj]Zgh\ g_ \oh^yl \ khkl
^bj_dlhjh]ZgblaZp

Kh_l ^bj_dlhjh\ Nhg^Z ba[bjZ_lky ljZ\bl_evkl\
Kh_lu ^bj_dlhjh]ZgblaZpba[bjZxlky h[sbf kh[jZgb_f Z
_^bgkl_gguf Zdpbh]ZgblaZp

lj_^k^ZI_e_f Kh_IZ ^bj_dlhjh\ g_ fh`_l y\eylvky
ij_^k^ZI_e_f]Z\egby Nhg^Z

Kh_l ^bj_dlhjh\ jZkkfZijb\Z_l \hijhku \ hlghr
hj]ZgblaZp\ ij_^_eZo k\h_c dhfi_l_gpbb kh]eZkgh mk
ij_^\Zjbl_evgh jZkkfZijb\Z_l \ki_l\ggh]h]Zbl_evkl\
_^bgkl_ggh]h Zdpbhg_jZ

7. Nhg^ jZkdju\Z_l ljZ\bl_evkl\m dZd Zdpbhg_jm
Nhg^Z \kx g_h[oh^bfmx bgnhjfZpbx h^_yl_evghklb N
J_kim[ebdb DZaZokIZg ©H[Zdpbhg_jguo h[s_kl\
Kh]eZr_gbx \aZbfh^_ckl\bb_ki_qb\Z_l ijhajZqghklv ^
Nhg^Zh]ZgblaZp

8. Bg_klbpbhgZy ^_yl_evghklv h]ZgblaZp
hkms_kl\ey_lky gZ jughqguo ijbgpbiZo \ khhl_kl\bb
be]ZgblaZp gZijZ\e_gZ gZ h]ZgblaZp hilbfZevgmX klj
Zdlb\h\Zkij_^_e_gb_ qbk]h]h ^hoh^Z \ ihevam l
_^bgkl_ggh]h Zdpbhg_jZ hkms_kl\ey_lky \ nhjf_
nhjfZebah\Zgghc b ijhajZqghc ^b\b^_g^ghc iheblbdb
KemqZb j_ZebaZpbe]ZgblaZp badhj_gIZ[_evgu
khpZea]Zqbfuo ijh_dlh\ ^he\ZuvkZkdj]h^h\hf hlq_l_

be]ZgblaZp mdZaZgb_f\brkb]ZgblaZp]h\Zgby lZdbo ijh_

9. Kh_l ^bj_dlhjh\ Nhg^Z dhfbKhluIZ
^bj_dlhjh\ Nhg^Zh]Zblcgu_dj_lZjKem`[Z \gmlj_gg_]h Z
(^Ze_±K<: Nhg^Z hkms_kl\eyxl k\hx ^_yl_evghklv \
ijbgbpbiZfb jZa^Vemh_dcb\ghklv Kh_IZ ^bkj]h]ZgblaZp
hj]ZgblaZp]Z\egb_jbkdZfb \gmlj_ggbc dhgZ]h]ZgblaZp b

ijhIb\hj_qZs_c AZdhgm J_kim[ebdb DZaZoklZg ©H [eZ]hkhkIhygby^a

10. >ey [he__ m]em[e_gghc b dZq_kl_gghc ijhjZ Kh_l_ ^bj_dlhjh\ Nhg^Z kha^Zxlky dhfbl_lu ih Zm \hagZ]jZ`^_gbyf ki_pbZebabljh\Zgguc dhfbl_lu [ulv kha^ZigumkfhIj_klx^Zj_dlhjh\Nhg^Z

Kh_l_ ^bj_dlhjh\Nhg^ZbgbfZ_l j_r_gb_ h kha^Zgbb hij_^_ey_l bo i_jkhgZevguc b qbke_gguc khklZ\ iheghfhqbc Z lZd`_ nmgdpbb b ihjy^hd jZ[hlu

< khklZ\ u dhfbl_lh\ \oh^yl qe_gu KhNhg^Z^_bj_ wdki_jlu h[eZ^Zxsb_ g_h[oh^bfufb ijhn_kkbhgZevg jZ[hlu \ dhgdj_lghf dhfbl_l_

Dhfbl_l ih Zm^blm Nhg^Z^_ZbabZpk hkhIhbl bkdexqbl_e qbkeZ g_aZ\bkbfu^ ^bj_dlhjh\ijb\ e_q_gbb dhfbl_lhf d\Zebnbpbjh\Zggh]h wdki_jlZ ^Zggh_ ebph g_ ^he` J_r_gb_ h ijb\ e_q_gbb wdki_jlZ^fbj_b_g_lhfZZmk^ylm b \hi_ _]h ijb\ e_q_gby ^he`_g _`_]h^gh jZkkfZljb\Zlvky gZ ^_yl_evghklb_abZ\bkbfbhklb_pbZebabjh\Zgguc Nhg^Z_l

hkms_kl\ey_l dhfie_dkguc b h[t_dlb\guc ZgZeba \ hj]Zgblazp\oh^ysbo \]jmiim Nhg^Z gZ jZa\blb_wdh \aylhc hljZkeb wdhghfbl_dbkkl^Zdhgh_fkim[ebdb DgZ^Zbkl Nhg^_ gZpbhgZevgh]h [eZ]hkhkIhhyggby^a qe_gh Ki_pbZebabjh\Zggh]h ±dvdhkl_i_jZhf k ijZ\hf]hehkZ y ij_^klZ\bl_ev Kq_lgh]h dhfbl_lZ ih dhgljhex a j_kim[ebdZgkdh]h [x^`_lZ

Dhgljhev aZ bkihevah\Zghj]Zgblazp\oh^ysbo _e_gguo b kj_^kl_j_kim[ebdZgkdh]h [x^`_lZ GZpbhgZevgh]h r DZaZoklZg gZ khhl_lkl\w dhg b gZgkdh]hkhgh\Zgbx hp wnn_dlb\ghklb [x^`_lguo bg_klbpbcb highkylky d dh dhfbl_lZ ih dhgljhexgagbbkih_kim[ebdZgkdh]h [x^`_lZ

< khklZ\Zo hklZevguc khdhfbl_lu\Nhg^Zbgkl\h khklZ\eyxl g_aZ\bkbfu_ ^bj_dlhjZ

11. < Nhg^_ gZagZmjZ]Zyb\gu_dj_lZjv Kh_l_ ^bj_c ijbgbfZ_l j_r_gb_ h gZajgZpZlgbgk]dj_lZjyij_^_ey_l kj_ _]h iheghfhqbc nmgdpbb b ihjy^hdhg^_gu_evhgh^Zbg dhjihjZlbgk]hdj_lZjy \dexklZ^lckl\b_k\h_j_f_fggh dZq_kl_fg_gjhgylb dhjihjZlbguo j_r_gbc khklh]Zgu

^bj_dlhjh^bgkl_gZdphhg_jZ \gulihejheeb kh_lgbdz ^ey Kh_l^Zj_dlhjh\ ih \k_f \hijhkZf bo ^jbyf_l_gevgghyklibebh`_g gZklhys_]h DhZ_lZkdZ_fhgblhjb] aZ j_ZebaZpb_c gZk mqZklb_kh_jr_gkl\fb\ZghjihjZlbg]h mijZ\ey_gby \ N hj]Zgblazp

12 < Nhg^_ khaKZ:lKy\ _l ^bj_dlhjh\ Nhg^Z hij
dhebg_kl_gguc khklZ\ kjhd iheghfhqbc gZagZqZ_l
^hkjhqgh ij_djZsZ_l _]h iheghfhqby hij_^_ey_l ihjy^
mkeh\by hieZlu ljm^Z b ij_fbjh\ZgbZ jZphlgpxK<:l

K<:ih^qbg_y_lky g_ihkj^kl_ggh Kh_lmb yb_pydllkjh
g_aZ\bkbfbk ih eg b g h e h h j j Z g ^ Z

Dexq_u_ h[yaZkgghkdbexqZxl hp_gdm dZq_kl\Z
\gmlj_gg_]h dhgljhey b mijZ\e_gby jbkdZffb_^Nhg^_l
Kh_lZ ^bj_dlhjh\ bgnhjfZpbb hb^wkhZchlggkbb ^Zg
kbbkl_fuHkgh\gZy aZ^ZqZdexqZ_lky \ kh^_ckl\bb m
j_amevlZlh_yl_evghklb Nhg^Z

13. < Nhg^_ kha^Z_lky dhee_]bZevguc bkihegbl_e
ijZ\egby lJZ\e_gb_ ih^hlq_lgh Kh_lm ^bj_dlhjh\ b
^_yl_evghklv \ ij_^_eZo dhfi_l_gpbc hij_^_eKggulo
^bj_dlhjh\ Nhg^Z hkms_kl\ey_l dhgljhev aZ wnn_dl
ijZ\egby Nhg^Z \dikeZgby_r_gcb^bgklgh]h Zdpbhg_jZ
Kh_lZ ^bj_dlhjh\ Nhg^Z

lJZ\bl_evkl\h dZd Zdpbhg_j gZagZqZ_l b ^hkjh
^he`ghklib_^k^ZI_eiyZ\egby Nhg^Z QZ\egby Nhg^Z
ba[bjZxlky Kh_lhf ^bj_dlhjh\^Nhg^Zy ih dZg^b^ZI
ba[jZgb_ \ kjZklZgby Nhg^Z gZ jZkkfhlj_gb_ Kh_lZ ^b
\ghkbl_^k^ZI_eiZ\egby Nhg^Z

14. Nhg^ hJ]Zgbazp^he`gu ijb^_j`b\Zlvky \ukhdb
klZg^Zjlh\ b \g_^jylv g_h[oh^bfu_ ijhp^mju ^ey h[_
ijbf_g_gby wlbo klZg^ZjZ[hlgldZofbZjdgjZfb Nhg^Z
hJ]Zgbazp

M_^hfe_gbij_^iheZ]Z_fuo gZjmr_gbygoZijZhe`ydky
gZijyfmK<: beb Kh_lm ^bj_dlhjh\ Nhg^ZZgbladep
Bkihegbl_evguc hj]Zg b \k_ _]h kljmd,lmjexqZyh^kZra^]
[_ahiZkghklb ^hg`gu ij_iylkl\h\Zlv i_mj_^Zhf_e_gbc
ij_^iheZ]Z_fuo gZjK<:gby Kh_lm ^bj_dlhjh\

15. < p_eyo kh[ex^_gby ijbgbbih\ ^_eh\hc wlbdb
j_]mebjh\ZgbybZeljmh^h\ukihjh\ \hagbdZxsbo \ Nhg
hJ]Zgbazp gZagZqZlkkkyg

DZg^b^ZI gZ ^he`fmk^kf_gZe`_g bf_lv [_amij_
^_eh\mx j_imlZpbx \ukhdbc Z\lhjbl_l b h[iZgZlbyki
[_kijbkljZklguo j_r_gbc

Hf[m^kf_g gZagZqZ_lky j_r_gb_f Kh_lZ ^bj_dlhj
i_j_ba[jZgbx dZ`^u_ ^\ZJh^mfZm^kf_gZdexqZ_lky
dhgkmevlbjh\Zgbb h[jZlb\rjZkylgbdm\Zklgbdh\ ljm^h
kihjh\ dhgnebdlZ b hdZaZgbb bf kh^_ckl\by \ \ujZ[h
dhgkljmdlb\gh]h b j_Zebam_fh]h j_r_gby k mq_lh
aZdhgh^ZI_eVklmZ[ebdb DZaZoklZg \ kthfexqbgby

dhgnb^_gpbZevghklb ijb g_h[oh^bfhklb hdZaZgbb
ijh[e_fgou khp-bZne^vghuo \hijhkh\ dZd jZ[hlgbdh\ IZ
hj]ZgblaZp Z IZd`kh[ex^_gbb ijbgpbi h\ ^_eh\hc wlbdb
Nhg^Z h[j]ZgblaZp

Hf[m^kf_g \ughkbl gZ jZkkfhij_gb_ khhI_lkl\m
^he`ghklguo Nhg^Z b h[j]ZgblaZpuy\e_ggu_ bf ijh[e_f
\hijhku ghkysb_ kbkl_fguc oZjZdl_j b lj_[m>
khhI_lkl\mxsbo j_r_gbc dhfie_dkguo fgkijm dgh\ b]Z
ij_^eh`_gby ^ey bo j_r_gby

Hf[m^kf_g g_j_`_h^gh]h jZaZ \]h^ ij_^klZ\ey_l
ijh_^_gghc jZ[hlu DhfbI_lm ih gZagZq_gbyf b \hagZ
ih Zm^klm\lZbj_dlhjh\ Nhg^Z dhIhju_ hp_gb\Zxl j
^_yevghklb

Kh_l ^bj_dlhjh\ Nhg^Z hp_gb\Z_l j_amevlZ
hf[m^kf_bgZjbgbfZ_l j_h_gjh^e_gbb beb ij_djZs_gbb ih
ebpZ aZgbfZxs_]h hf[m^kfghklgyZ

F_klh \uiheg_gby jZ[hlu mkl[m]byf hg^Z_eyxky
j_r_gbijfZ\egb Nhg^Z

=eZVZ<aZbfh^_ckNhg^Zbhj]ZgblaZpJhev Nhg^Z dZc
gZpbhgZevgh]h mijZ\eyxs_]h ohe^bg]Z

1. Kbkl_fZ dhjihjZlb\gh]h mijZ\e_gbyh]ZgblaZp
h[_ki_qb\Z_l gZ^e_`Zs__ mijZ\e_gb_ b dhgljhev a.
gZijZ\e_gZ gZne^ghkjhqghc kIhbfklklb\jZa\blb_ Nhg^Z
gZpbhgZevguc mijZ\eyxs_]h ohe^bg]Z < hkgh_ dhjihjZlb\g
jhev kljZl_]bq_kdh]h ohe^bg]Z [ulv wnn_dlb\ghklv hi_jZlb\ghklv b ijhajZqghklv

2. Kbkl_fZ dhjihjZlb\gh]h mijZ\e_gbyh]ZgblaZp b
ij_^klZ\ey_l kh[hc kh\hdmighklv ijhp_kkh\ h[_ki_qb
dhgljhev aZ ^_yl_evghklv h]ZgblaZp IZ IZd`_ kbkl
\aZbfhhghr_gbc bki^engbgufv h]Zghf Kh_lhf ^bj_d
ZdpghjZfbaZbgl_j_glvZgklhjhgzfb Dhfi_l_gpbb h]Zgh
ijbgylby j_r_gbc ^he`gu [ulv q_ldh hij_^_e_gu b aZdj

3 Nhg^ mQZkl\m_l \ dhifZgbyf bikh kj_^kl\hf j_Zeba
nmgdpZcbpbgmijZklgbZZIZd`_ q_j_a_Kdhjh\^bijhyy^d_
hij_^_e_gghf mklhZgbb gZklhysbf Dh^_dkhf

Nhg^ _`_]h^gh gZijZ\ey_l ij_^k_^Zl_ex Kh_l
ij_^klZ\bl_eyf Nhg^Z \ Kh_l dhf^Zgbdhjh^Zgby Zdpbhg
ij_^klhysbc nbgZgkh\uc]h^

Nhg^ \ nhjfZI_ h[fi]Zgby Zdpbhg_jh\ ijh\h^bl aZ
qe_gZfb Kh_IZ ^b[hd]Zgh \ \k_]hehkmxsb_ Zdpbb
ijbgZ^e_`ZI Nhg^m

Kh_lu ^bj_d[h]fiZgc h[eZ^Zxl iheghc kZfhklhyl_e
ijbgylbb j_r_gbc \ jZfdZo k\h_cma[h]Zgh\egpbhZ\Zfb
dhfiZgc

Ihabpby Nhg^Z ih hI^_evguf \hijhkZf ^h\h^blky q
Nhg^Z \ Kh_I_ ^b[h]fdZgh\

Kh]eZkgh AZdkigm[ebdb DZ@ZHoKNZg^_ gZpbhgZe
[eZ]hkhklhylMkyZdhfiZgc \k_]hehkmxsb_ Zdpbb dh[h]
\ k[kl_gghklb Nhg^Z \hijhku \oh^ysb_ \ bkdexqbl_
h[s_]h kh[jZgby Zdpkh]g_lZh^bj_dlhjh\ \ khhl_lkl\bb
J_kim[ebdb DZ@ZpKZgpbhg_jguo h[sh]kmlZfalv hlg_k_
dhfi_l_gpbb Kh_IZ ^b[kd]hejhbgb[h]jZgZ lZdhc dhfiZ
khhl_lkl_ggh < lZdbo kemqZyo hj]Zg i_j^Z
gb`_klhys_fm hj]Zgm ^he`_g hkms_kl\eylv fhgblhj
^_e_]bjh\Zgguo dhfi_l_gpbc

4. Nhg^ k mq_lhf ijh_^_gguo dh[kin]Zgfbg bndjkbjm_l
^bgu_ lbeb ^e[h]fiZgc ml_j`^Z_l f_lh^bq_kdb_ j_dh
dhjihjZlbg_u_ klZg^hZj]ZgbleZp

J_r_gb_ h ijbfg_gbb ml_j`^_gguo Nhg^hf
klZg^Zjih\ \ h[eZklb \gmlj_bgkb]kl_Zum^glhZij_gg_]h dhg
hj]ZgblabZpjbgbfZ_lkyh_hlf ^bj_dlhjh\j]ZgblabZp
h[_ki_q_gby khhl_lkl\by mdZaZgguo klZg^Zjih\ ki
hj]ZgblabZp

5. Bkihegbl_evg[h]Zg Nhg^Z dhfiZgc ^he`gu
\aZbfh^_ckl\h\Zlv \ ^mo_ khlijm^gbq_kl\Z qh[u h[
Zf[bpbhaghklebklp_ZgheZg]jZa\blbyfiZgc gZijZ\ey^ey
ml_j`^_gbyZfhbjldhjhfiZgc Z lZd`_ bo khhl]Zlkl\bb
bieZg jZa\blby. Nhg^Z

Bkihegbl_evguc hj]Zg Nhg^Z ^he`_g ih^^_j`b\Zlv
kbkihegbg_uév[h]ZfgdhfiZg ih\hijhkZf kljZI_ jrbklhclqph
jZa\blby ljb wlhf Nhg^ g_ ^himkdZ_l \f_rZI_evkl
l_dmsmx ^_yl_dhvfZglaZdhlmjx hl_lkl\bbgihgegbg_uév
hj]Zg dhfiZgc aZ bkdexq_gb_f kkmqZ_k\mox]hZklhyl_ev
\e_dmsb_kigeg_@b> mklZgh\ei_gZgojZa\blby

6. JZkij^_e_gb_ qbklh]h ^hoh^Z \ ihevam Nh
hkms_kl\ey_lky \ nhjf_ ^b\b^_g^h\ gZ hkgh_ nhjfZeb
^b\b^_g^ghc iheblbdb

7. MijZ\e_g[h]ZgblayZfb hkms_kl\ey_lfbyhjh]ZglaZp\
khhl_lkl\bb k dhfi_lbgpithyfa dhfhij^_e_ggufb mkl
hj]ZgblabZpZgguc ijbgpbi jZkijhkljZgy_hlkl]ZgblabZpZk
g_kdhevdbfb Zdpbhg_jZfb mqZklgbdZfb

8. Nhg^hj]ZgblaZpb bo ^he`ghklgu_ ebpZ g_kml hl
jhkl^he]hkjhqghc klhbmklkllbqbjZa\bib_ Nhg^jZgblaZp
khhll_lkl_ggh b ijbgbfZgfy_b ^_ckl\by [\a^h_jy^db_
mkIZgh\e_gghf aZdhgh^ZI_evkl\hf J_kim[ebdb DZa
^hdmf_gIZfb

Hkgh\guf we_f_glhf hp_ggllkln^_dlbevghklb Nhg
hj]ZgblaZpkiegb_l_e^g]Z]Zey_lky kbkl_fZ Dd>j_ Nhg^hbc
ij_^klZ\b_l_e_kh_^bj_dlhjgZijZ\eydhfiZgyf k\hbb^Zgihy
DI>l_j_q_gv b p_e_\u_ agZdfiZgy mDI>j^Zxkly_lhf
^bj_dlhjhfZgb

< p_eyo ^hklb`_gbyfiZgb> jZajZ[ZlukkZxll_lkl\mxsb_
ieZgjZa\biby

GZ`_]h^ghc hkgh_ hkms_kl\ey_lky hp_gdZ ^hkl
hj]ZgblaZpkjZ\g_gmx_j`^_ggaZhf jZa\bib>ZggZy hp_g
\eby_l gZ \hagZ]jZ`^_gbejybdh^e^g]h^egbguov hj]Zgh\
ijbgbfZ_lky \h \gbfZgbi_jijba[jZgZblZd`_ fh`_l y\bly
hkgh\Zgb_b^h^kyljZg_gby hl aZgbfZ_fhc ^he`ghklb ^hkj

9. Kh_l ^bj_dlbjhe^bg]h dhcfiZgbb ^gheh[_ki_qblv
wnn_dlb\ghklv mijZhe_l_gbye]hkjhqghc klhbmklklddb
jZa\bib_ \h \k_o xjb^bq_kdbo ebpZo \oh^ysbo _
wnn_dlb\gh]h mijZ\e_gbgh^h^g]h^h^iZgbb^he`gukIZlv
ih\ur_gb_ hi_jZpbhgghc wnmedrbrggb_l_b dZq_lg^h^kZbhlc
memqgug klZg^Zjlu dhjhbgZhe^vrbjwlbdbhevrZy hldjulhk
b ijhajZqghklv kgb`_gb_ jZkydkbk_gZfZe_gZnsj_gg_]h d

= eZ\ZMklhcqb]Za\bib_

1. Nhg^hj]ZgblaZpkhagZxl \Z`ghklv k\h_w]dh\ghf_yglny
wdheh]bx bklh]s_bklj_fykv d jhklm ^he]hkjhqghc klhb
h[_ki_qb\Zlvmkllm^h^qbjZa\bib_ \ ^he]hkjhqghf i_jbh^_
[ZeZgk bgl_jaZbgl_j_glvZgklhjhg^oh^ hl_lkl_ggh
ijh^mfZggh]h b jZpbhgZevgh]h \aZ^Zbhy^_cklvbfZgk
klhjhgZfb [m^_l kihkm[kllhbbZ]jZa\bib_Nhg^Znj]ZgblaZp

©Mklhcqb]Za\bib]Za\bib_ hl_qZxs__ ihlj_[ghklyf
ihdhe_gby g_ ebrZy [m^msb_ ihdhe_gby \hafh`ghk
ihlj_[ghk]h^deZ^ <k_fbjghc dhfbjkkZb hldjvhiZxs_c kj_
jZa\biby ©GZr_ h[s__ [m^ms_]h^Z Z\]mkIZ

©Baf_g_gby ijhbkoh^ysb_ \fbj_ ih^ \ebygb_
]eh[Zevgh]h djbabkZ gZk g_ im]Zxl Fu d gbf]
aZ^Zg^ZhojZgyy \k_ q_]h fu ^hklb]ebgbaZIZh^ijh^ma`b
mkllhcqb\h_ jZa\bib_ (lhk,eZgdb^_lj_ab^_glZ J_kim[ebd
G GZaZj[Z_Z gZjh^m DZaZokIZgZ ©KljZl_]by^_dZZja

2012]h^Z

2 Nhg^ h]Zgb^p^he`guklj_blvky jhklm ^he]hkjhq
klhbfhklh[_ki_qb\Zy ijbkwhlmfklhchq]Za\b]bb_kh[exlvZ
[ZeZgk bgl_jaZkhl_j_glvZgklhjhg_yl_evghklv \ h[e
mklhchq]h]Za\b]by ^he`gZ khhl_lkl\h\Zlv emqrbf f
klZg^Zj]Zf

3. Nhg^ h]Zgb^p^he`gu h[_ki_qblv kh]eZkthbZg
wdhghfbq_kdbo wdheh]bq_kdbo b mklphZep]h]Za\b]eyc
^he]hkjhqghf i_jbh^_ dh]hj_ \dexqZ_l \ lhf qbke
klhbfhklb ^ey Zdpbhg_jh\ Mkgbcq]h]Za\b]b_ \ Nhg^_
h]Zgb^p^pkhklhbl ba l]exsb]Zwdhghfbq_kdhc wdhe
khp]Zevghc

Wdhghfbq_kdZy khklZ\eyxsZy ^he`gZ gZijZ\eylv
h]Zgb^p^gZ jhkl ^he]hkjhqghc klhbfhklb h[_ki_
Zdpbhg_jh\ b bg_klhj\ ih\ur_gb_ wnn_dlb\ghkl
bg_k]bc \ kha^Zgb_ b jZa\b]b_ [he__ kh_jr_gguo l
ijhba\h^bl_evghklb ljm^Z

Wdheh]bq_kdZy khklZ\eyxsZy ^he`gZ h[_ki_qb
\ha^_ckl\by gZ [bheh]bq_kdb_ b nbabq_kdb_ ijbjh^g
bkihevah\Zgb_ h]Zgb^p^h]g]guigbf_g]mgb_ wdheh]bq
fZl_jbZk[h_j_]Zxsbo l_ogheh]bc kha^Zgb_ wdheh]b
ijh^mdpbb fbgbfbaZpbx i_j_jZ[hldm b mgbqlh`_gb_

Khp]ZevgZy khklZ\eyxsZy h]b_g]bjh\ZgZ gZ ij
hl_lkl_gghklb dh]h]p]ke_ \ ij]q_]h \dexqZxl h[_l
[_ahizkghklb ljm^Z b khojZg]Z]h]g]b^h]h]Zv^eb\h_
\hagZ]jZ`^_gb_ b m\Z`_gb_ ijZbg^p^Z]h]h]Zg]h]b]b_
i_jkhgZeZ j_ZebaZpbx khp]Zevguo ijh]jZff ^ey i_jk
jZ[hqbo f]k]k]k]kl\h b [eZ]hl\h]bl_evghklv ijh_^_gb_
h[jZah\Zl_evguo Zdpbc

Nhg^ h]Zgb^p^he`gu ijh\h^blv ZgZeba k\h_c ^
jbkdh\ ih l]_f ^Zgguf Zki_d]Zf Z lZd`_ klj_fblvky g_
g_]Z]b\gh_ \ha^_ckl\h\ k\amev^Zyl_evag]h]g]g]Zg]h\Zg
klhjhg

4. ljb]p]biZfb \ h[enZk]h]h]h]h]Za\b]by y\eyx]ky hldju
ih^hlq_lghklv ijhajZqghklv wlbqgh_ ih_^_gb_
aZbgl_j_g]h]Zg klhjhg aZdhggghklv kh[ex^_gb_ i
g_l_j]b]klv d dh]jmipbb g_^himklbfhklv dhg]nebd]Z
ijbf_j

5 < Nhg^ h]Zgb^p^he`gZ [ulv \ukljh_gZ kbkl_fZ r
h[eZklr]klhchq]h]Za\b]by dh]hjZy \dexqZ_l gh g_ h
ke_^mxsbf]b we_f_g]Zfb

ijb_j`_gghklv i]Z]b]g]h]h]h]Za\b]by gZ mjh\g_ k
^bj_d]h]h]b]kihegb]g]h]h]h]ZgZ b jZ[h]g]bdh\

ZgZeba \gmlj_gg_c b \g_rg_c kblmZpbb ih
wdhghfbdZ wdheh]by khpbZevgu_ \hijhku
hij_^_e_gb_ jbkdh\mklm[caZpkiZa\blby \ kvrgphbcZe
wdhghfbq_kdhc b wdheh]bq_kdhc kn_jZo
ihkljh_gb_aZ Z jlu_j_glu\Z g_lhjhg
hij_^_e_gb_ p_e_c b DI>mklhchqphjZa\blby
jZajZ[hldZ ieZgZ f_jhijbylbc b hij_^_e_gb_ hl_lkl_g
bgl_]jZmkyhchqphjZa\blby \qdeux_ ijhp_kku \de
mijZ\e_gb_ jbkdZfb ieZgbjh\Zgb_ mijZ\e_gb_ q_e
bg_klbpbb hlq_lghklv hi_jZpbhggZy ^_yl_evghklv
kljZl_]bx jZa\blby b ijhp_kku ijbgylby j_r_gbc
ih\ur_gb_ d\ZebnbdZpbb ^heZg hkgg d b \eb p [e Z
mklhchqphjZa\blby
j_]meyjguc fhgblhjbg] b hp_gdZ f_jhki]byclp]h \ h
jZa\blby hp_gdZ ^hklb`_gby p_e_c b DI> ijbgylb_
\g_^j_gb_ dmevlmju ihklhygguo memqr_gbc
Kh_l ^bj_dlhjhki]hcbgguvchj]ZgNhg^Z h]ZgblaZp
^he`gu h[_ki_qblv nhjfbjh\Zgb_ gZ^e`_Zs_c kb
mklhchqphjZa\blby b __ \g_^j_gb_
<k_ jZ[hlgbdb b ^he`ghklgu_ ebpZ gZ \k_o mjh
mklhchqphjZa\blb_
Ohe^bg]h\u_ dhfiZgbb hl_qZxijbagZ bignk]hgh]h i
jZa\blby \h \k_c]jmii_
6 Nhg^ dhfiZgb _`_]h^gh im[ebdmxl hlq_lghklv
mklhchqphjZa\blby \ p_eyo h[_ki_q_gby ykghklb b ij
^_yl_evghklvZaZey_j_glu\Z g_lhjkgmq_lhf h[_ki_q_gby
bgnhjZpbhkhkIZ\eyxs_c kem`_[gmx lhf_g]h]p_jZgymxfmx
aZdhghf .lZclgm_lghklv \ h[rekZklldq]h]Za\blby ml_j`^Z_
Kh_lhf ^bj_dlhjh\
7. Nhg^ h]ZgblaZp^he`gu klj_fblvky ihhsjylv b kihl
ijbf_g_gbx ijbgmklhchq]Za\blbyZyjlg_jZfb

$$= eZAZIjZ\Z Zdpbhg_mjqZklgbdhki]Z_ ^eb\h_ hlghr_
d Zdpbhg_jrZfZklgbdZf$$

1. Kh[ex^_gb_ ZjZbhg_jm\qZklgbdy\ley_lky dexq_
mkeh\b_f ^ey ijb\ey_q_gby bg_bkl]p]ZgblaZp h]ZgblaZp
^he`gZ h[_ki_jqZlebaZpbZdijZhg(rh]Zklgbdh]b gZebqbb
h]ZgblaZp_g_kdhevZdpbhg(rh]Zklgbdh^he`gh [ulv h[_ki_
kijZ_ ^eb\h_ hlghr_gb_ba g]Z^hfm
2 IjZ\Z h[yaZgghklb b dhf_p]h]g]p]h]Zklg)bdh\
hij_^_eyxiky kh]eZklgmxs_fm aZdhgh^Zh]qev^blmevgu

^hdmf_gIzf b aZdj_ieylj Z\yZ\ d pgbhog (rjh)Zklgb d d l exqZxl
gh g_ h]jZgbqk\Zx\k\yfu f gh emq_fg bgn hjfZpbb ^hklZlh
^ey ijbgy lby j_r_gby \ ihjy^d_ mklZgh\ e_gghf
J_kimf db DZaZoklZg \rg mlZ\lgf bhd mf_gIzf]ZgbalZp
h[eZklb jZkdjulby bgnm jfZklbZ h[s_f kh[jZgpbhg_jh\
(mqZklgb d h\]hehkf\Zhg b\hijhkZf k\h_c dhfi m q Z p fbb
hij_^_e_gbb dhebq_kl_ggh]h khklZc Zkhkj hZb Z_dih e j h f
(gZ[ex^Zl_e v g h] hZb kihegbl_e v g h]Z)g Zba[jZgbb _]h qe_
ij_djZs_gbb bo iheghfhqbc Z lZd`_ hij_^_e_gbb jZaf
\hagZ]jZ`^_igbeymq_fg^bb\b^_g^h jZaf_jZo b khij d b y efu_
j_r_gb_f h[s_]hZgkhZd p b hg_jm q Zklgb g Z\ hkg h y k g h c b
ijhajZqg^h d b^_g^ghc iheblbdb
3 < kemqZ_gIzj Z g b l Z p g_kdh Z d p b h g (rjh)Zklg) b d h\
\dexqZy fbghjblZ d p b h g (rjh)Zklgb d h k b kl_fZ dhjihjZlb\
mijZ\ e_gby ^he`gZ h[_ki^e b l k h j Z g h r_gb_Z d p b h g_fjZf
(mqZklgb d Zfj_ZebaZpbx b p l h i j Z h e`gh [ulv aZdj_ie_gh
hj]ZgbalZp

=eZ Wnn_dlb\g k h l v l Z b j_d l h j h b k i h e g b l_e v g h]h
hj]ZgZ

1. Kh_l ^bj_dlhjh\ y\ey_lky hj]Zghf mijZ\re[sg_bny i
kh[jZgbx Zdpbhg]j hki_qb\Zxsbf kljZl_]bq_kdh_ jr
hj]ZgbalZp b dhgljhev aZ ^_p_ki b e g b g h e k h j]Zg h Z_l
^bj_dlhjh\ h[_ki_qb\Z_l \g_^j_gb_ \k_o iheh`_gbc gZl
Bkihegbl_evguc hj]Zg ih^hlq_l_g K h m k m s k l b j e y d l
jmdh\h^kl\h _`_^g_ghc ^_hjl]ZegvghZp b x h[_ki_qb\Z_l
khh\l_kl\b_ kljZl_eZp b Z a\b lby b j_r_gbyf ih p s y luf
kh[jZgb_f Zdpbhg_jh\ b Kh_lhf ^bj_dlhjh\
Kh_l ^bj_dlhjh]h k i h e g b g u e v h j]Zg ^he`gu \aZbfh^_ck
^mo_ khijm^gbq_kl\Z ^_ckl\h\ Z l j y Z g b l Z p b j_kj Z g b f Z l v
j_r_gby gZ hkg h_ i j n g l p h c i d p h j Z a\b lby b kijZ_e
hlg h r_gby dh \k_f Zdpbhg_jZf

Kh_l ^bj_dlhjh]h k i h e g b g u e v h j]Zg ^he`gu h[_ki_qb
^he]hkjhqghc klh m f k h k l o b Z a\b l h g^Z b j]Z g b a l Z p
2 Kh_l ^bj_dlhjh\ ^he`g [ulv gZ^_e_g
^hklZlhqgufb ^ey m i j]Z e g b a l Z p b dhgljhey aZ ^_yl_
bkihegbl_evguc h j]Zg Z Kh_l ^bj_dlhjh\ luihegy_l k\hb
mklZ\m b l m k k e y h_ \gbfZgb_ ke_^mxsbf \hijhkZf

- 1) hij_^_e_gbjZl_]bb jZagZl]pZ\ e_gby b j);amevlZlu
- 2) ihklZgh b d f h g b l h j n d g e] xq_\uo ihdZaZl_e_c r e Z d _ev
jZa\b]by

3) hijZgb abZop gZ^madZ wnn_dlb\guf nmgdpbhgbjh\Zg
mijZ\e_gbkdyZfb b \gmlj_gg_]h dhgljhey

4) ml_j`^xgb fhgblhjh\jhn_dlb\ghc j_ZebaZpbb
bg_klbpbhgguo iph^gjh\bo dexq_uo kljZl_]bq_kdbbo
jZfdZo dhfi_l_gpbb Kh_lZ ^bj_dlhjh\

5) ba[jZxb\hagZ]jZ`^_g_eZgbjh\Zgib_x_fkl_g_g_hkd
gZ^amhZ ^_yl_evghklvx jmdh\h^bk_iheyg b gde h ghj]ZgZ

6) dhjihjZlb\ghfm mijZ\e_gbx b wlbdb

7) kh[ex^_gbxhj]ZgbabZpiheh`_gbc gZklhys_]h Dh
dhjihjZlb\gklZg^Z\Nhg^Z \ h[eZk h hc wlbdb_dkZ ^_eh
wlbdb

3. Qe_gKh_lZbj_dlhjh\ ^he`gu gZ^e`Zsbf h[jZahf
k\hb h[yaZgghklb b h[klki^hcb]lvkjjhqqhc klmbkflthkclp_b
jZa\bibj]ZgbabZph_l ^bj_dlhjh]ZgbabZp^hlq_Zdgbhg_jZf
>ZggZy ih^hlq_lghklv j_Zebam_lky q_]ha kh[jZggby
Zdpbhg_jh\

4. < Kh_l_ ^bj_dlhjh\ b_]h dhfbl_lZo ^he`g k
gZ\udh\ hiulZ b agZgibcb\Zxsbc ijbgylb_g_aZ
h[t_dlb\guo b wnn_dlb\guo j_r_gbjc]ZgbbagZpb_kZonq_lh
kijZ_^eb\h]h hghr_gby dhg\kZf Zdpjbgpmkilh\cqh
jZa\bby

5. < khklZ_ Kh_lZ ^bj_dlhjh\ g_h[oh^bfh h[_ki
ih hiulm ebqghklguf oZjZdl_jbklbdZf b<]kg^klZghKm_kl
^bj_dlhjh\ ^he`gu \oh^blv g_aZ\bkbfbu_ ^bj_dlhjZf \ d
^ey h[_ki_q_gby g_aZ\bkbfbklb ijbgbfZ_fuo j_r_gb
hghr_gby dh \k_f Zdpbhdhg_jZfm_fh_ dhebq_kl\h g_
^bj_dlhjh\ \ khklZ_ Kh_lZdhfbZp_dhkhjZ\eyhilyb^_kylb
ijhp_glm\h[s_]h dhebq_kl\Z qejgd\hKh_lZ ^b

6. H[s__ kh[jZgbhg_ba[bj]Zqe_gh\ Kh_lZ ^bgZdlhj
hkgh_ ykguo b ijhajZqguo mjdphfmjdhfi_l_gpbc g
^hklb`_gbc ^_eh\hc j_imlZpbb b ijhn_kkbhgZejtgh]h
i_j_ba[jZgbb hl^evguo qejgdhjhkh\b_eZ ^gh ihogh]h kl
gh\uc kjhd \h \gbfZgk\k_jjbgpb\ZeZ^ \ wnn^dyb\gvlghklb
Kh_lZ ^bj_dlhjh]ZgbabZp

< dhfiZgyo\k_]hehkmxsb_Zdpbb dhjhjuNhgj;brgZ^
kms_kl\mxl ke_^mxsb_hkh[_gghklb \ bagjZggb bqejhg
Kh_lZbj_dlhjh\

1) ij^k^ZIKlev_lZbj_dlhjh\ ba[bjZ_lky_j^brgklbgh]h
Zdpbhg\kZmqZ_ij_kab^ZIKlev_lZ ^bj_dlhjh\ baabqZklekZy
ij^klZ\bl_e_c, Klh\g^Zfbj_dlhjh\ ba[bjZ_lky klZjrbc g_
^bjdlhj ba qbkeZ g_aZ\bkbfbuo ^bj_dlhjh\

2) ijhp_kikbkdZ b hl[hjZ dZg^b^ZKh_lZbhkdZjhjh\
hkms_kl\ey_lky Nhg^kfg hij_k^k^Zl_khf_lZbj_dlhjb\
h

ij_^k_^ZI_@hffbl_lZh gZagZq_gbyf b \hagZkhZ`^Zgb
^bj_dlhjhfiZgb

<hj]Zgblayp k g_kdhevdbfb Zdpbhg_jZfb ijhp_kk
Kh_lZbj_dlhjb\ij_^k_^ZI_kay_lZbj_dlhjhkms_kl\ey_lky
ihjy^d_ hij_^_e_gghf AZdhghf J_kim[ebdb DZaZok
h[s_kl\Zo^a b mkj]Z\ghfaZp mdZaZgguo hy]Zg_baZfpbg^m_l
\h\le_q_gb_ Dhfbll_Z ih gZagZq_gbyfKh_lZbj_dlhjhZj^h\g
hj]Zgblayp\ hij_^_e_gb_ khklZ\Z g_h[oh^bfuo gZ\udl
Kh_lZbj_dlhjh\ b dZg^b^Zkh_lZbj_dlhjh\

G_ ^himkdZ_lky mqZklb_ qe_l\gh\ ^hjZ\gh_kelguo
]hkm^Zjkl_gguo hj]Zgh\ \ khklZ_hklZ\g_baZp\bj_dlhjh\
Kjhd iheghfhqbc qe_gh\ Kh_lZ ^bj_dlhjh\ kh\
iheghfhqbc \k_]h Kh_lZ ^bj_dlhjh\ b ij]g_yd\hy]sbZ fh
kh[jZgb Zdpbhg_jh\gbyh baZjgbx gh\h]h khklZ\Z
^bj_dlhjh\
Qe_gu Kh_lZ ^bj_dlhjh\ ba[bjZxikly_ogeZ_lkjhd
ihke_^m_xsi]b mkeh\bb m^h\le_l\hjbl_evguo j_amevIZ
fh`_l [ulv i_j_ba[jZgb_ _slj_ggZ_kjhd ^h

Ex[hc kjhd ba[jZgby \ khklZ\hKh_lZ kjhd_r[hkelbr_
e_l ih^jy^ gZijbfi]e^lZbo kjhdZ ih^e`_bl hkh[hfm jZ
k mq_lhf g_h[oh^bfhklb dZq_kl_ggh]h h[gh\le_gby kh
G_aZ\bkbfc ^bj_dlhjh_l ba[bjZlvky \ Kh_l ^bj_d
^_lyl@_l ^hjy^ < bkdexqbl_evguo kemqZyo ^himkdZ_l
[he^_lyl@_l ba[jZg_baZ\bkbfb]hdhjhKh_l ^bj_dlhjh\ ^h
ijhbkoh^blv _`_]h^gh k ih^jh[guf jZatykg_gb_f g_h[
^Zggh]h qe_gZ Kh_lZ ^bj_dlhjh\ nbZ de]bjZgbyZ ^gZgZ]pkb
ijbgylby j_c_gb

Gb h^gh ebph g_ ^he`gh mqZkl\h\Zlv \ ijbgylbb
khkl_gguf gZagZq_gb_f ib]a[baZj]Zgbb_f
7. Kh_l ^bj_dlhjh\ ml_j^Z_l ijh]jZffm _^_gby
\gh\v ba[jZgguo qe_lZgh^bKh_lZbj_dlhjh\ b ijh]jZffm ijhn_kkb
jZa\blby ^ey dZ`^h]h qe_gZ Kh_lZbj_dlhjhZ]j]b\gh]hkvdj_l
h[_ki_qb\Z_l j_ZebaZpbx ^Zgguo ijh]jZff
8 ij_^k_^ZI_ev Kh_lZ ^bj_dlhjh\ hl_qZ_l aZ
Kh_lhf ^bj_dlhjh\ h[_khegblv_b iwnn_dlb\gmX j_Z
Kh_lhf ^bj_dlhjh\ _]h hkgh\guo nmgdpbc b ihkljh_
^bZeh]Z f`^m qe_gZfb Kh_lZ ^bj_dlhjh\ djmigu
bkihegbgufvhj]Zghf

9 Jhev b nmgdpbb ij_^k_^ZI_ey Kh_lZ ^bj_dlhjh\
bkihegbglgh]h hj]ZgZ ^he`gu [ulv q_ldh jZa]jZgbq_gu
mkIZ\hj]Zgblayp iheh`_gbk]b_h^bj_dlhjh\bkihegbl_evgh
hj]Zg_

10. Mjh_gv \hagZ]jZ`^_gby qe_gh\ Kh_IZ ^bj_d
 ^hklZlhqguf ^ey ijb\le_q_gby m^ijh\ZgbyZ`^hf]hebzg
 Kh_IZ ^bj_dlhjh\ lZdh]h mjh\gy dhlhjuc lj_[m_l
 mijZ\le_gby]Zgblazp MklZgh\le_gb_ \hagZ]jZ`^_gby qe
 ^bj_dlhjh]Zgblazp hkms_kl\ey_lky \ khhl_lkl\bb k
 jZajZ[ZluhZ`Nhg^hf ijb whlef_g ijbgbfZlvky \h \gb
 h`b^Z_fuc iheh`bl_evguchvj]Zgblazpely mqZklby ^Zggh]h
 khklZ_ Kh_IZ ^bj_dlhjh]Zgblazp k g_kdhevdbfb Zdpb
 khhl_lkl\mxsb_ ijZ\bez \hagZ]jZ`^_gby qe_gh\
 jZajZ[Zlu\ZxlkykgdZ`hf_lh^heh]bb Nhg^Z b ml_j`^Z
 kh[jZgb_f Zdpb]Dghfjh_l ih gZagZq_gbyf b \hagZ]jZ`^
 ^bj_dlhjh]Zgblazp hgb ij`^eh`_gby ih jZaf_jm \hagZ]
 dZg^b^Zih\ \ g_aZ\bkbfu_ ^bj_dlhjZ

Gb h^gh ebph g_ ^he`ghijh]Zgblazp k\yaZg
 kh[kl_ggug]ZjZ`^_gb_f

11. Dhfb_lul Kh_Z ^bj_dlhjh\ kih kh[k]erm[frd hb
 lsZl_e]ghjZkkfhlj_gb]xijhkh\ \oh^ysbodhfi_l_gpKh_IZ
 ^bj_dlhjh]h\ur_gbx]Zq_kl\Z ijbgbfZ_fuo j_r_gbc \ hkh
 lZdbfgZijZ\le_gbyf dZd Zm^bl mijZ\egZ]be`Z]bk dZf
 wnn_dlb\gh_ ijbfg_g_gb_ ljZ\be aZdmihd lh\Zjh\ jZ
 hj]Zgblazp]ZagZq_gb\hagZ]jZ`^_ggh\ Kh_IZ ^bj_dlh
 bkihegb]gh]h hj]ZgZlhch]b]Za\blb_ lhf qbke]jZ b
 [_ahiZkghklv ljm^Z b hdjm`Z]se]ba]kj_d]fb]l]h\ g_ hk
 qe_gKh_IZ]bj_dlhjh\ hl hl_lkl_gghklb aZ]bj]Z]y]du]o j
 dhfi_l_gpbb Kh_IZ ^bj_dlhjh\
 12 lh^]hlh\dZ b ijh_^_gb_ aZk^Zgbc Kh_IZ

kihkh[kl]Z]hv fZdkbfZevghc j_amev]Z]b\ghklb_]h ^
 \uiheg_gby k\hbo h[yaZgghkl_c qe_gu Kh_IZ ^bj_
 ^hkmi d iheghc ZdlmZevghc b k\h_j_f_gghc bgnhjfZ

Kh_l ^bj_dlhjh\ ijh\h^bl j_]meyjgu_ aZk^Zgby
 \uiheg_g]h]bo nmg]a]Z]k^Zgby Kh_IZ ^bj_dlhjh\ ij
 khhl_lkl\bb k ieZghf jZ[hlu ml_j`^Z_fuf ^h gZqZe
 ljh_^_gb_ aZk^Zgbc Kh_IZ ^bj_dlhjh\ b_]h dhft
 ihkj`^kl\hf hqghc beb aZhqghc nh]j]b]h]e]d]k]e]b]Z]g]b]y]h
 aZk^Zgbc k aZhqghc nhjfhc]hehkh\Zgby ^he`gh
 JZkkfhlj_gb_ b ijbgy]b_ j_r_gbc ih \hijhkZf \Z`gh]h
 oZjZdl_jZ hkms_kl\ey_lky lhevdh gZ aZk^Zgbyo Kh
 nhjfhc]hehkh\Zgby]h[uo ke]h]q]Z]y]ò]gh khq_lZgb_ h[_b
 aZk^Zgby Kh_IZ ^bj_dlhjh\ b_]h dhfb]l]h\
 AZk^Zgby Kh_IZ ^bj_dlhjh\ b_]h dhfb]l]h\ g

ijh]hdhebjm]d]h]j]h]Z]b]f]g]k]_dj]_l]Z]j]_f] k] m]d]Z]i]h]Z]g]h]ff]h[t]_f]
 blh]h\ h[km`^_gbc b ijbgy]luo j_r_gbc

13. Kh_l^bj_dlhjh\ dhfbl_lu Kh_g eZ_g^ubj_d^hjh\g u
 hp_g b\ZygZ _]h^ghc hkgh_ \ jZfdZo kljmdlm,jbjh\
 ml_j^_ggh]h Kh_lhf ^bj]Zgblh]Z> Zgguc ijhp_kk ^he
 khhl_lkl\h\Zlv f_lh^heh]jbbwNhg^Z_ h^gh]hij]ZajZ^Z
 hp_gdZjh\h^blky k ijb_e_q_gb_f g_aZ\bkbfc ijh
 hj]ZgbaZpbb

14 Hp_g^hZ`gZ iha\heyiv hij_^_eylv \deZ^ Kh_l
 dZ`^h]h ba _h qe_gh\ \ jhkl ^he]b kjklqgh]Zahbfbkl
 hj]ZgblazpZ lZd_uy_eylvZijZ_e_gbj_dhf_g^h\Zljw ^ey
 memqr_g bamevlZlu hp_gdb ijbgbfZxlky \h \gbfZgb_
 beb ^hkjhqghf ij_djZs_gbbqehhgKhfhZ^bj_dlhjh\
 15 < p_eyo wnn_dlb\ghc hj]ZgbaZpbb^Zjydl_ejvgh
 b \aZbfh^_ckh\byZbj_dlhjhkihegbl_evh]ZgZ k Zdpbhg_]
 Kh_l^bj_dlhjh\ gZagZhgZjZkly\gudj_lZjv

Kh_l^bj_dlhjh\ ijbgbfZ_l j_r_gb_dhjij]ZagZgh]g
 k_dj_lZjy hij_^_ey_l kjhd _h iheghfhqbc nmgdpbb
 jZafj_^he`ghklgh]h hdeZ^Z b mkeh\by \hagZ]jZ`^_gby
 kha^Zgbb kem`[u k_dhjij]ZjZkly\gudj_lZjv b hij_^
 [x^`_l mdZaZggghc kem`[u DhjihjZlb\guc k_dj_lZjv
 ^bj_dlhjh\ b g_aZbkkbégbll_evhg]ZgZgh\gu_ h[yaZggh
 dhjihjZlb\gh]hdj_lZjy \dexqZxl kh^_kKh_l^f_ggghf k
 dZq_kl_ggghf ijbgyllb dhjihjZlb\guo j_r_gbc kh
 ^bj_dlhjh^bgkl_gZdphhg_jZ \uiheg_gb_jheb kh_lgb
 Kh_lZ^bj_dlhjh\ ih \k_f^hyjhZgghkbb b ijbfb_g_gby ih
 gZklhys_]h Dh^_dkZ Z lZd`_ fhgblhjb] aZ j_ZebaZp
 mqZklb_ \ kh_jr_gkl\h\Zgbb dhjihjZlb\ggh]h]Zmi]Zue
 k_dj_lZjv lZd`_ hkms_kl_ey_l ih^]hlh\dm hlq_lZ h kh
 iheh_gbc gZklhys_]h Dh^_dkZ dhlhjuc \dexqZ_lky \ k
 >Zgguc hlq_l ^he`_g kh^_j`Zlv i_j_q_gv ijbgpbi]\ b
 dhlhju_ g_ kh[ex^Zjblky^_gb_f khhl_lkl\mxsbo h[tykg_]

16. < dhfiZygo kha^Z_lky dheek]hZedvevghuj]Zg \
 hklZevgh]Zgblayoz lZd`_ \ kemqZ_dkfihZozgklyf_klgh]h
 ij_^ijbylby fh`_l [ulv dhee_]bZevguf beb ^bghebqgu
 Zdpbhg_jh\ mqZkghgblh^bl_ev bbkjhegbl_evh]ZgZ
 ^he`gu h[eZ^Zlv \ukjhdbfkbhgzevgufb b ebqg
 oZjZdl_jbklbdZfb Z lZd`_ bf_lv [_amij_qgm x ^_e
 ijb^_j`b\Zlvky \ukhdbowlbq_kdbo klZg^Zjh\
 17. Bkihegbl_evguc hj]Zg iKhhlqdm^bj_dlhjh\ b
 hkms_kl_ey_l jmdh\h^kl\h _`^g_lg]ZgZab evghklv
 hl_lkl_ggghklZebaZpbx kljZgZjZa\b]by b j_r_gbc ijb
 Kh_l^bj_dlhjh\ b h[sbf kh[jZgb_f Zdpbhg_jh\
 18. Kh_l^bj_dlhjh]h]Z_l jmdh\h^bl_eykith egblg lewgh
 hj]ZgZ hij_^_ey_l kjhdb iheghfhqbcklgZah_jhdhZ^ghmk

hieZlbo ljm^exq\mx jhev \ ijhp_kk_ ihbkdZ b\ hI[h
 khklZbkihegbgheh hj]ZgZj^_e_gbb bo \hagZ]jZ`^_g
 DhfbI_l ih gZagZq_gbyf b \hagZ]jZ`^_gbyjf]ZgZbZp^bj
 lj^eh`_gby ih ZlZg^gZ ba[jZgb_ \ khklZ\ dhe
 bkihegbgheh hj]ZgZ gZ jZkDfIhIlgZn gZagZq_gbyf
 \hagZ]jZ`^_gbyfIZ ^bj_dVgIhIbjImdh\h^blbkeihevbgheh
 hj]ZgZ kemqZ_ hldemg_lgby^k_dlhjh\ dZg^b^ZIZ ij^
 jmdh\h^b_bkihegbgheh hj]ZgZ^gm b lm`_ \ZdZglgmX
 \bkihegbgucv hj]Zg \lhjhc jZjZ\h gZ \g_k_gb_ ij^eh
 dZg^b^ZIm gZ ^Zggmx \ZdZglgmX ^khe\gmIjvdlhjIh^bl
 < dhfiZgyo Zdpbc ^he_c mqZklIbygZ^helhjZb Nhg^
 dZg^b^ZImjZ gZ ^he`ghklv jnkdlhégbbIeeghj]ZgZ
 ij^Zjbl_evgh kh]eZkjZ\ue\Zg_bkfyg^Z
 Kh_l ^bj_dlhjh\ fh`_l \ ex[h_ \j_fy ij_djZlbl
 jmdh\h^bl_ey bkihegbgheh hj]ZgZ
 J_dhf_g^m_lky braIhIhIvbl_ey bkihegbgheh hj]ZgZ
 hj]ZgbZkjhdhf Ijhe_IKjhd b iheghfhqbc jmdh\h^bl_ey
 bkihegbgheh hj]ZgZ^Zxl kh kjhdhf ihbekIhfhgpbgheh
 hj]ZgZ \ p_ehf

19. DZg^b^ZImjZ gZ ^he`ghklv i_j\h]dhfiZgZ
 kh]eZkh\u\Z_lky k lj_ab^_glhf beb :^fbgbkljZpb_c lj
 DZaZoklZg \ kemqZ_dhdieZgq_gbykhhI\lkl\mxsbc ki
 ml_j`^_gguc MdZahf lj_ab^_glZ J_kim[ebdb DZaZokl
 < lZdhf kenzIgyo kms_kl\m_l ke_^mxsbc bhjy^
 ba[jZgIbydh\h^bbkeihevbgheh hj]ZgZ

1) DhfbI_ih gZagZq_gbyf b \hagZ]jZ`^_gbyjf_dlhjI
 dhfiZgghij^_ey_l lj_[h\Zgby d dhfi_l_gpbyf b gZ\udZf
 ^he`ghklv jmdh\h^b_bkihegbgheh hj]ZgZ kihkh[u ihbkdZ
 kZfhklhyl_evgh beb k ijb\e_q_gb_f j_djmlbg]h\hc hj]

2) DhfbI_ih gZagZq_gbyf b \hagZ]jZ`^_gbyjf_dlhjI
 dhfiZgghkms_kl\ey_l ihbkd b hI[hj dZg^b^Zih\ ijh\
 khklZ\ey_l jZg`bjh\Zgguc dhjhd b c kibkhd dZg^b^Zih\
 3) ijZ\e_gbNhg^Z kh]eZkh\u\Z_l dZg^b^ZImjm
 jmdh\h^bbkeihevbgheh hj]ZgZ b gZijZ\ey_l k jZg`bjh\Z
 dZg^b^Zih\ DhfbI_lm ih gZagZq_gbyf b \hagZ]jZ`^_g
 Nhg^Z

4) DhfbI_ih gZagZq_gbyf b \hafgZ]jZ`^_gbyjf_dlhjh\
 Nhg^Z jZkkfZljb\Z_l b aZ^_k^ZbkeX Kh_lZ ^bj_dlhjh
 lj_fv-fbgbkIjZ_kim[ebdb DZaZgZkIjZgey_l dZg^b^ZIr
 jZg`bjh\Zgguf kibkdhf dZg^b^Zih_kim[aDZaZoklZg
 5) kh]eZkh\ZgghjZ^ab^_glhf J_kim[ebdbIjZgDZaZbZb
 Jmdh\h^bl_e_f :^fbgbkljZpb b lj_ab^_glZ J_kim[ebdb

gZagZqZ_lky Kh_lhf dbfjZbghjgZ ^he`ghklv jmdh\h
bkihegbg_hjZhgZzob

20. Jmdh\h^bl_ev b bkiheggubl_evlgjhZhgZ hp_gb\Zx
Kh_lh^bj_djh\ Hkgh\guf djbl_jb_f hp_gdb y\ey_lk
ihklZ\e_gguo DI>

FhIb\Zpbhgggu_ DI> jmdh\h^bl_evlgjhZhgZ
ml_j`^ZxKhy_lh^bj_dlhjh\

Ij_^eh`_gby \ qZklb fhIb\ZpbhggguoklDeagbqeevgh
hj]ZgZ gZ jZkkfhKjh\gln^bj_dlhjh\ \ghkbl jmdh\h
bkihegbl_evgjhZhgZ

J_amevlZlu hpdZgadub\Zxl \ebygZaf_gZ\hagZ]jZ`^_g
ihhsj_gb i_j_ba[iZgZagZq_gbeb ^hkjhqjhdjZs_gb
iheghfhqbc

21. KemqZb gZjrg hjfgDyh^_dkZ ^_ehkhckwlijhggh\
bkihegbg_hjZhgZu^h\hg^blvky jmdh\h^kblheggubl_evgh
hj]ZgZ ^h k\Kk_ghZj_dlhjh\

Qe_lgkihegbl_evgjhZhgZ ^himklb\rbc gZjmr_gb_gh
^_eh\hc wlbdb g_ fh`_l bkuilvegbl_gvgjhZhgZ ex[hc ^jm
hj]ZgZbaZp

22. < kemqZ_ \hagbdgh_gby dhjihjZlbnqZklgdbgh
baukdb\Zxl imlb bo j_r_gby iml_f i_j_]hkhjg\gby
wnn_dlb\ghc aZsbluhj]ZgZbaZpZbgl_j_gln^bj_dlhjh

Wnn_dlb\ghklv jZ[hlu ih ij_^mij`^_bgbXZgbbx n
dhjihjZlb\guo dhgnebdlh\ ij_^iheZ]Z_l ij`^_ \k_]h t
kdhcr__ \uyle_gb_ lZdbo wdhgnlelnklhdh hj^bgZpbx ^_ck
hj]Zghj]ZgblZp

DhjihjZlb\gu_ dhgnebdlu ijbdkjh^jZkb\gbl]dj_lZjy
jZkkfZljb\Zxijk_yk^Zl_ehf_lZbj_dlhjhj]ZgblZp < kemqZ
\h\le_q_igbyk^ZlKley_lZbj_dlhjh\ \ dhjihjZlb\guc dhgne
kemqZb jZkkfZlDhZxll_klyhf gZagZq_gbyf b \hagZ]jZ`^_g

=eZ6Z MijZ\le_gb_ jbkdZfb \gmlj_ggbc dhgljhev

1. < Nhg^_hp]ZgblZp ^he`gZ [ulv kha^ZgZ w
nmgdpbhgbjmxsZy kbkl_fZ mijZ\le_gby jbkdZfb b \
gZijZ\le_ggZy gZ h[_ki_q_gb_ jZamfghc m_j_gghklb
hj]ZgblZp k\hbo kljZl_]bq_kdbo b hi_jZp b kbgZuey xps Zey
kh[hc kh\hdmighklv hj]ZgbaZpbhggguo iheblbd ijhp_
^_ckl\bc f_lh^h\ b f_oZgbafh\ mijZ\le_gkly_lhfk
^bj_dlhjh\ b bkihegbl_evghf hj]ZgblZpZhgZ b[_ki_q_g

1) hilbfZevgh]h [ZeZgkZklhf^_klhphhklj]ZgbaZpb
ijb[uevghklvx b khijh\h`^Z_fufb bo jbkdZfb

2) wnn_dlb\ghklb n-bogZagkklh_gghc ^_yl_evgh
^hklb`_gby nbgZgkh\hc mklhcqb\hklb dhfiZgbb

3) khojZgghklb Zdlb\mhn`_dlb\gth\hhevah\Zgkymjkh\
dhfiZgbb

4) ihegbl gZ^`_`g bk^hklh_pgrhkgZgkh\hc b mijZ\`e_g
hlq_lghklb

5) kh[ex^_`gby[h\Zgbc aZdhgh^ZI_evkl\Z J_kim[eb
\gmlj_ggbo ^hdmf_glh\
6) gZ^e`_`Zs`_`gmlj_g]dh dghljhey^ey ij_^hl\jZs_gb

fhr_ggbq_kl\Z`_`b h[_ki_q_gby h^`n_j`_dlhm`gd`pbhgbjh\Zg
hkgh\guo b \kihfh]ZI_ev`gjh`_`k`k`g`_`b ZgZebaZ`_`j`_`a
^_yl_evghklb

Kh_l`_`^bj_dlhjh\`_`ki`_`he`_`gbl`_`ev`_`g`_`h`_`j`_`Z`_`g`_`^`_`he`_`gu`_`h`_`[_`_`ki`_`q`_`
\`_`g`_`^`_`j`_`gb`_`_`dmevlmju`_`gZ^e`_`Zs`_`]h`_`mijZ\`e`_`gby`_`j`_`b`_`k`_`
hj]ZgbaZp`_`<g`_`^`_`j`_`gb`_`_`hg`_`b`_`j`_`m`_`g`_`Z`_`g`_`b`_`_`k`_`b`_`k`_`l`_`fu`_`mijZ\`e`_`gby`_`
\`_`g`_`m`_`l`_`j`_`_`g`_`g`_`]h`_`dhgljhey`_`\`_`h`_`j`_`]`_`Z`_`g`_`b`_`a`_`Z`_`p`_`^`_`he`_`gh`_`_`b`_`f`_`l`_`v`_`q`_`
ghjfZlb\gmx [Zam`_`hkgh\Zggmx`_`gZ`_`C`_`S`_`Q`_`r`_`b`_`o`_`f`_`i`_`j`_`Z`_`d`_`h`_`e`_`h`_`Z`_`b`_`
iheblbdZo`_`Nhg^Z

2. Kh_lhf`_`^bj_dlhjh\`_`Njh`_`Z`_`g`_`b`_`a`_`Z`_`p`_`^`_`he`_`gu`_`[ulv`_`h`_`i`_`g`_`u`_`^`_`e`_`
ijbgpbui`_`b`_`ih`_`^`_`oh`_`^`_`u`_`_`d`_`_`hj]ZgbaZpbb`_`k`_`b`_`k`_`l`_`fu`_`mijZ\
\`_`g`_`m`_`l`_`j`_`_`g`_`g`_`]h`_`dhgljhey`_`b`_`k`_`o`_`h`_`^`_`y`_`_`b`_`a`_`a`_`Z`_`^`_`Z`_`q`_`_`w`_`l`_`h`_`c`_`_`k`_`b`_`k`_`l`_`
ijZdlbd`_`j`_`Z`_`[`_`h`_`l`_`u`_`_`b`_`_`f`_`_`l`_`h`_`^`_`h`_`e`_`h`_`]b`_`b`_`Nhg^Z`_`\`_`h`_`[`_`e`_`Z`_`k`_`l`_`b`_`_`mij`_`
\`_`g`_`m`_`l`_`j`_`_`g`_`g`_`]h`_`dhgljhey

3. Bkihegbl_evgu`_`hj]Zg`_`u`_`j`_`N`_`h`_`g`_`b`_`a`_`Z`_`p`_`^`_`he`_`gu`_`h`_`[_`_`ki`_`q`_`
kha^Zgb`_`b`_`ih`_`^`_`^`_`j`_`Z`_`gb`_`_`n`_`m`_`g`_`d`_`p`_`b`_`h`_`g`_`b`_`j`_`h`_`\`_`Z`_`g`_`b`_`y`_`_`w`_`n`_`n`_`_`d`_`l`_`b`_`\
j`_`b`_`k`_`d`_`Z`_`f`_`b`_`_`b`_`\`_`g`_`m`_`l`_`j`_`_`g`_`g`_`]h`_`dhgljhey`_`l`_`j`_`h`_`p`_`_`k`_`k`_`^`_`h`_`e`_`j`_`Z`_`g`_`e`_`[`_`g`_`b`_`y`_`
b`_`g`_`l`_`]j`_`b`_`j`_`h`_`\`_`Z`_`g`_`_`k`_`_`i`_`j`_`h`_`p`_`_`k`_`k`_`Z`_`f`_`b`_`_`i`_`e`_`Z`_`g`_`b`_`j`_`h`_`\`_`Z`_`g`_`b`_`y`_`_`j`_`k`_`Z`_`a`_`Z`_`b`_`l`_`b`_`y`_`
]h`_`^`_`h`_`\`_`h`_`c`_`_`[`_`x`_`^`_`_`b`_`_`l`_`_`h`_`p`_`_`g`_`d`_`b`_`_`j`_`_`a`_`m`_`e`_`v`_`l`_`Z`_`i`_`h`_`\`_`^`_`h`_`]Z`_`g`_`b`_`a`_`Z`_`p`_`^`_`
mijZ\`e`_`g`_`q`_`k`_`d`_`Z`_`y`_`_`h`_`l`_`q`_`_`l`_`g`_`h`_`k`_`l`_`v`_`

DZ`_`^`_`h`_`_`_`^`_`he`_`ghklgh`_`_`ebph`_`h`_`N`_`h`_`g`_`b`_`a`_`Z`_`p`_`^`_`he`_`g`_`h`_`[_`_`ki`_`q`_`b`_`\`_`Z`_`
gZ^e`_`Zs`_`_`_`j`_`Z`_`k`_`k`_`f`_`h`_`l`_`j`_`_`g`_`b`_`_`j`_`b`_`k`_`d`_`h`_`\`_`i`_`j`_`b`_`_`i`_`j`_`b`_`g`_`y`_`l`_`b`_`b`_`_`j`_`_`r`_`_`g`_`b`_`c`_`

Bkihegbl_evgu`_`hj]Zg`_`N`_`h`_`g`_`b`_`a`_`Z`_`p`_`^`_`he`_`g`_`h`_`[_`_`ki`_`q`_`
\`_`g`_`^`_`j`_`gb`_`_`ijhp`_`^`_`mj`_`_`mijZ\`e`_`gby`_`j`_`b`_`k`_`d`_`Z`_`f`_`b`_`_`j`_`Z`_`[`_`h`_`l`_`g`_`b`_`d`_`Z`_`f`_`
k`_`h`_`h`_`\`_`l`_`k`_`l`_`\`_`m`_`x`_`s`_`_`c`_`_`d`_`\`_`Z`_`e`_`b`_`n`_`b`_`d`_`Z`_`p`_`b`_`_`c`_`_`b`_`_`h`_`i`_`u`_`l`_`h`_`f`_`

4. Kbkl_fZ`_`mijZ\`e`_`gby`_`j`_`b`_`k`_`d`_`Z`_`f`_`b`_`_`b`_`\`_`g`_`m`_`l`_`j`_`_`g`_`g`_`]h`_`d`_`
hj]ZgbaZp`_`^`_`he`_`gZ`_`[`_`Z`_`a`_`b`_`j`_`h`_`\`_`Z`_`l`_`v`_`k`_`y`_`_`g`_`Z`_`\`_`u`_`k`_`h`_`d`_`h`_`f`_`c`_`_`g`_`d`_`m`_`e`_`v`_`l`_`g`_`m`_`l`_`j`_`
ijh\`_`h`_`^`_`b`_`f`_`h`_`b`_`_`k`_`i`_`h`_`e`_`g`_`b`_`l`_`_`e`_`v`_`g`_`h`_`f`_`j`_`_`m`_`k`_`f`_`Z`_`l`_`j`_`b`_`\`_`Z`_`x`_`s`_`_`c`_`_`h`_`[`_`y`_`a`_`Z`_`l`_`_`e`_`
ijhp`_`^`_`mj`_`_`b`_`^`_`_`g`_`l`_`b`_`n`_`b`_`d`_`Z`_`p`_`b`_`b`_`_`h`_`p`_`_`g`_`d`_`b`_`_`b`_`_`f`_`h`_`g`_`b`_`l`_`h`_`j`_`b`_`g`_`]Z`_`\`_`k`_`_`o`_`
l`_`Z`_`d`_`_`_`i`_`j`_`b`_`g`_`y`_`l`_`b`_`_`k`_`\`_`h`_`_`l`_`j`_`_`f`_`_`g`_`g`_`u`_`o`_`_`b`_`_`Z`_`^`_`_`d`_`\`_`Z`_`l`_`g`_`u`_`o`_`_`f`_`_`j`_`_`i`_`h`_`_`k`_`g`_`b`_`
d`_`h`_`l`_`h`_`j`_`u`_`_`_`f`_`h`_`]m`_`l`_`_`g`_`]Z`_`l`_`b`_`\`_`g`_`h`_`_`\`_`e`_`b`_`y`_`l`_`v`_`_`g`_`Z`_`^`_`h`_`k`_`l`_`b`_`_`_`g`_`b`_`_`_`k`_`l`_`
j`_`_`Z`_`e`_`b`_`a`_`Z`_`p`_`b`_`x`_`_`h`_`i`_`_`j`_`Z`_`p`_`b`_`h`_`g`_`g`_`u`_`o`_`_`a`_`Z`_`^`_`Z`_`q`_`_`b`_`_`j`_`_`i`_`m`_`l`_`Z`_`p`_`b`_`x`_`_`d`_`h`_`f`_`i`_`Z`_`g`_`b`_`
l`_`j`_`h`_`p`_`_`^`_`m`_`j`_`u`_`_`i`_`h`_`_`mijZ\`e`_`gbx`_`j`_`b`_`k`_`d`_`Z`_`f`_`b`_`_`^`_`he`_`gu`_`h`_`[_`_`ki`_`q`_`
j`_`_`Z`_`]b`_`j`_`h`_`\`_`Z`_`g`_`b`_`_`g`_`Z`_`_`g`_`h`_`\`_`u`_`_`_`j`_`b`_`k`_`d`_`b`_`_`b`_`o`_`_`q`_`_`l`_`d`_`m`_`x`_`_`b`_`^`_`_`g`_`l`_`b`_`n`_`b`_`

\eZ^_evp_\ jbkdZ < kemqZ_ ex[uo g_ij_^\b^_gguo ba
beb d wghfbq_kdhc kj_^_hNjZgblayp ^he`gZ hkms_kl\e
kjhqgZy i_j_hp_gdZ dZjlu jbkdh\ b-Zii klh m_ lkl\b_ j b

5. < Nhg^_h]Zgblayp ^he`gu hkms_kl\eylvky j
ml_j`^_gb_ nhjfZebaZpby b ^hdmf_glbjh\Zgb_ dhg
lj_f dexq_\uf h[eZklyf hi_jZpbhggZy ^_yl_evghklv i
hlq_lghklb b kh[ex^_gb_ lj_[h\Zgbc aZdhgh^ZI_evkl\
b \gmlj_ggbo ^hdmf_glh\
6. < Nhg^_h]Zgblayp ^he`gu [ulv \g_^j_gu ijh
ijbgpbiu b ih^oh^ulb m[eZve_gby jbkdZfb b \gmlj_gg_
ijZdlbdZ h[mq_gby jZ[hlgbdh\ b ^he`ghklguo ebp h
jbkdZfb Z lZidhp_kk b^_glbnbdZpbb ^hdmf_gll
k\h_j_f_ggh]h ^h_^_gby g_h[oh^bfhc bgnhjfZpl
^he`ghklguo ebp

7. Kh_lm ^bj_dlhjh\ NjZgblayp g_h[oh^bfh ij_^ijbgp
khhI_lkl\mxsb_ f_ju ^ey lh]h qih[u m[_^blvky qih
mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey khhI_l
Kh_lhf ^bj_dlhjh\ ijbgpbiZf b ih^oh^Zb b wnmj]Zgblayp
nmgdpbhgbjm_l Hlq_lu ih jbkdZf ^he`gu \ughkblvky
^bj_dlhjh\ g_ j_`_ h^gh]h jZaZ \ d\ZjIze b h[km`^Zlv
\ iheghf h[t_f_

8 < Nhg^_h]Zgblayp ^he`gZ [ulv Kha^Zgy
kkl_fZl bq_kdhc f gcaZpbb b gZ^`ghklb b wnn_dlb\g
mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey b ijZd
mijZ\e_gby

9 <gmlj_ggbc Znmgb_lh]Zgblayp ^he`_g hkms_kl\e
ihkj_^kl\hf kha^Zgby hl^_evgh]h kljmdlmjgKk: ih^
(\ hj]Zgblayp \ nhjf_ lh\Zjbs_kl\ k h]jZgbq_gghc hl
nmgdpbb \gmlj_gg_]h Zm^blZ ^he`gu [ulv \haeh`_
dhfbkkbx j_\bahjZ nmgdpbb gZgexihZevghfm khjb_lm
wlhf p_e nmgdpbb b aZ^Zqb j_\babljgghachjZhf b k ky^bhd
\aZbfh^_ckl\by k h]j]Zgblayp ^he`guZ gnZle b\Zlvky k m
ijbgpbihaeh`_gguo \ gZklhys_f Dh^_dk_ ijbf_gbl_
\gmlj_gg_]h).Zm^beZ iheghfhqby b hl_lKk: ggh
d\ZebnbdZpbhgggu_ lj_[h\Zgbyd iljh_r[hkZgbbgZebafm \gr
Zm^blhjh\ ^he`gu [ulv hij_^_e_gu \h \gmlj_gg_f ^
lhev`_gbbKk: lhev`_gb_ h K<: ^he`gh jZajZ[Zlu
ml_j`^Zlvky k mq_lhf lfj_[hZgZj b^gjhon_kk bhgZevg
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\gmlj_gg_]h Zm^blZ H[yaZgghklvx h]hZgblayp j_e d_lh_kly
h[_ki_q_gb_ ihegh]h khhI_lkl\by lhev`_gby h K
ihlj_[ghklyf [blajZgblayp

10. >ey h[_ki_q_gby g_aZ\bkbfbhklbb\ghrftj_dgl\gl
Zm^bKZ<: ^he`gZ [ulv hj]ZgbaZpbhggh ih^qbg_gZ b
ih^hlq_lgZ\lmbj_dlhjh\ Kh\l ^bj_dlhjh\ ijbgbfZ_l
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jZ[hlgbdKk\:

11. Jmdh\h^bK<evhj]ZgbayZp ^hejZgjZ[hIZgmlj_ggb_
^hdmf_glj_]mebjmxsb_ ^_yl_evghklv ih^jZa^_e_gb
dhjihjZlb\guo klZg^Zjh\ Nhg^Z \ h[eZklb \gmlj_gg_]]
bojZkkfhij_gb_ b ml\Djh^fb_lg bhf Zm^bKk\bl^fbj_dlhjh\

12. K<: hkms_kl\ey_l k\hx ^_yl_evghklv
jbkdhjb_glbjh\Zggh]h]h^h\h]h Zm^bLhjkdh]h ieZgZ m
^bj_dlhjh\ J_amevIZlu Zm^bLhjkdbo hlq_lh\ lby de
_`_d\ZjIZevgh \ughkyiky gZkjhZkKZhljldlgh\

13. ljb hkms_kl\e_gbb k\h_c K<:y^hevgZkljph\h^bl
hp_gdm wnnklb\bkkgk\gmlj_gg_]h dhgljhey b mijZ\e_g
hp_gdm dhjihjZlb\gh]h mijZ\e_gby k ijbfb_gIZg^Zjhm[s
^_yl_evghklb \ h[eZklb \gmlj_gg_]h Zm^bIZ b dhjih
j_dhf_g^Zpbc Nhg^Z \ h[eZklb hp_gdb dhjihjZlb\gh]
wnn_dlb\ghklb kbkl_fu \gmlj_gg_]h dhgljhey b mijZ\e

14. Jmdh\h^bK<e`he`_g jZajZphliZ^_j`b\Zlv ijh]jZf
]ZjZglbb b ih\ur_gby dZq_kl\Z ho\Zlu\Zxsmx \k_
\gmlj_gg_]h Zm^bIZ b ij^mkfZljb\Zxsmx h[yaZl
\gmlj_gg_c b \g_rg_c hp_gdbK<^_yl_evghklb

Hp_gdZ wnn_dlb\ghklb ^Kyt_evghkmbd h\h^bb_ey
jZ[hlgbdh\ hkms_kk\ey_lh^fbj_dlhjh\ gZ hkgh_ jZkkt
hlq_lK<: kh[ex^_gby kjhdh\ bkiheg_gby]h^h\h]h Zm^
ij^klZ\e_gby hlq_lghklb hp_gdb khh\l_kl\by h
klZg^Zjhb\gmlj_ggbo ghjfZlb\guoK^hdmf_glh\

=eZVZljhajZqghklv

1. < p_eyo kh[ex^_gby abZglglj_jk_hlu\Zghjhg Nhg^ b
hj]ZgbayZpk\h_\j_f_ggh b ^hklh_jgh jZkdju\Zxl bgn
\Z`guo Zki_dIZo k\h_c ^_yl_evghklb \dexqZy nb
j_amevIZlu ^_yl_evglmkjrb kkljkm_ggghklb b mijZ\e_gby

2. Nhg^ bj]ZgbayZp\h_\j_f_ggh jZkdju\Zxl bgnh
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qb_ djm] ebp bf_xsbo ijZ\h k\h[h^gh]h ^hklmiZ
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__ dhgnb^_gpbZevghklb

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ih^h\h\e_ggmX \ khhl_lkl\bb k F_klZgZjhZfouZg kh\hc
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5. Nhg^dhfiZog [hj]Zgbazp Zdpbb dhlhjuo lhj]m
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JZa^_e :gghlZpbb d ijbgpbbZghdjhijZ\le_gby
Zdpbhg_jg[hs]hk\Nhg^ZpbhgZev[]m khklhygby
©KZfjm dZ au gZ

=eZ\Z ljZ\bl_evkl\h dZd Zdpbhg_j Nhg^Z

1. ljZ\bl_evklZa]jZgbqb\Z_l k\hb ih egfhqby dZd
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j_]mebjh\Zgb_f ljZ\bmjZvlyhl Nhg^hf \ p_eyo ih
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kj^g_]h [bag_kZ

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\dexq_gu \ kljZI_]bx jZa\blby

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 Nhg^ i_jbh^bq_kdb ^h\h^bl lZdmx bgnhjZpbx ^
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lJZ\bl_evkl\h

ljb kha^Zgbb lJZ\bl_evkl\hf-Fbgbjklfjh_fj beb
]hkm^Zjkl_bgghuj]ZgZfb dhgkm_kl\ZsbZlghevguo hj]Zgh\
jZ[hqbo]jmii ih jZkkfhlj_gbx \hijhkh\ dZkZxsboky
b belbj]Zgbazp ij_^klZ\bl_eb Nhg^Z]Zgbazp\ dextrZxlky
khklZ\ jZ[hq_c]jmiiu ih kh]eZkh\Zgbx k Nhg^hf

6 <aZbfhhghyr_ \aZbfh^_ckl\b_ f_`^m lJZ\bl_
Nhg^hfj]Zgbazp hkms_kl\eyxlky q_j_a Kh_l ^bj_d
khhI_lkl\bb k ijbgbpbiZfb gZ^e`Zs_]h dhjihjZl\b\gh]h
nmgdpibj^k^ZI_ey Kh_lZ ^bjijd\hjhZlbejZ\egby Nhg^Z
qldh jZa]jZgbq_gu b aZdj_ie_gu \^hdmf_glZo Nhg^Z

KhklZ\ b dhfi_l_gpby Kh_lZ ^bj_dlhjh\ Nhg^Z
khhI_lkl\bb k AZdhghf J_kim[ebdb DZaZoklZg ©H
[eZ]hkhklhygby^ KhklZ\ Kh_lZg^Z]h]fbljm]h\ky ba qb
qe_gh\ Z\bl_evkl\Z ij_^kij]Zegby Nhg^Z g_aZ\b
^bj_dlhjh\ b bguo ebp Dhebq_Kh_lZg^Z]h]fbljm]h\Z
hij_^_ey_lky mkIZ\hf Nhg^Z ijb wlhf qbkeh g_aZ\bkl
[ulv g_f_g__ ^\mo iyluo hl dhebq_kl_ggh]dlhkhklZ<
hlghr_gbb qe_gh\ Kh_lZ ^bj_dlhjh\ \dextrZy g_aZ
ijbgbfZxlky lJ[h]Zgby @vnn_dlb\ghklv Kh_lZ ^bj_c
bkihegbghdn hj]ZgZkIhys_]h Dh^_dkZ \jhlZkhhp_qZs_c
AZdhgm J_kim[ebdb DZaZoklZgZhevh]h]h^_[eg]hkhklh
MklZNhg^Z

lJ_^k^ZI_e_f Kh_lZ ^bj_dlhjh\ Nhg^Zfbygk]lky
J_kim[ebdb DZaZoklZg ih ^he`ghklb

Qe_gu Kh_lZ ^bj_dlhjh\ Nhg^Z y\eyxsb_ky
kem`Zsfbf g_ ihemqZxl hl^_evgh]h ehagkZ]hZ\^Kghy
^bj_dlhjh\ b_]h dhfbl_Izo

Qe_gu lJZ\bl_evkl\Z b bgu_]hkm^Zjkl_g
ij_^klZ\bl_eb]hkm^Zjkl_gguo hj]Zgh\ g_ \oh^yl
^bj_dlhjh]Zgbazp

Kh_l ^bj_dlhjh\ Nhg^Z ba[bjZ_lky lJZ\bl_evkl\h
Kh_lu ^bj_dlhjh]Zgblazpba[bjZxlky h[sbf kh[jZgb_f Z
_ ^bgkl_gguf Zdpbj]Zgblazp

lJ_^k^ZI_ev Kh_lZ ^bj_dlhjh\ g_ fh`_l y\eylv
ij_^k^ZI_ejZ\egby Nhg^Z

Kh_l ^bj_dlhjh\ jZkkfZljb\Z_l \hijhku g^Zlghr
hj]Zgbazp\ ij_^_eZo k\h_c dhfi_l_ggh]ZkZgZkZlZd`

ij_^\Zjbl_evgh jZkkfZljb\Z_l \k_ \hijhku dhfi_l_gpbb
_^\bgkl_ggh]h Zdpbhg_jZ

7. Nhg^ jZkdju\Z_l ljZ\bl_evkl\m dZd Zdpbhg_jm
Nhg^Z \kxog^b]fm x bgnhjfZpbx h ^_yl_evghklb Nhg^Z
J_kim[ebdb DZaZoklZg ©H[Zdpbhg_M]guz\Nhg^Zkl\
Kh]eZr_g]b\axaZbfh^_ckl\]b]_ki_qb\Z_l ijhajZqghklv ^_
Nhg^Z]j]Zgblazp

ljZ\bl_evkl\h fh`_l aZk]m]Zg]Z]p]h\hijhkZf bo
^_yl_evghklb bkdexqbl_evgh imd]oifj_i]k]Z]Zr]g]y]k]h_]l
^bj_dlhjh\ Nhg^Z

ljZ\e_gb_ Nhg^Z g_ j_`_ h^gh]h jZaZ \ d\Zj]Ze
\ug_k_gby gZ jZkkf]k]h_]g]b]_dlhjh\ dhgkheb^bjh\
j_amevlZih\ ^_yl]Nhg^Z]kk]bhj]ZgbaZpbyfb [he__iylb^_
]hehkmxsbo Zdpbc ^he_c mqZklby dhlhjuo ijb]gZ^_
kh[kl_gghklb beb ^h_jbl_evgh]lh_j]m]ij]Z]ve]bg]ny]hf]Zp
ij_^\hklZ\ey_fhc Kh_lm ^bj_]d]h]e]Z]f]Nhg^Z]l]ky Kh]eZr_
\aZbfh^_ckl]Nhg^Z]h`_gb]hf Kh_l_ ^bj_dlhjh\]g]m]h]g^Z]g]bf
^hdmf_]g]Nhg^Z Z]lZd`_]b]Kr]h]g]b]Z]f^bj_dlhjh\ Nhg^Z

Nhg^ ij_^\hklZ\ey]gh]kl]l]q]h]km^Z]jkl_g]g]u]k]em]j]p]Z]g]Z]f_]k
wlh i]y]f]h ij_^\mk]f]h]Z]j]h]g]h]Z]f]b J_kim[ebdb DZaZoklZg
J_kim[ebdb DZaZoklZg ljZ\bl_]e]Z]k]b]e]Z]f]bb]j]Z]af_s_g
hlq_l]ghklb g_h[oh^bfhc]h]km^Z]jkl_g]g]u]f]h]j]Z]g]Z]f]
Nhg^Z i_j_qg_f nhjfZfb b i_jbh^b]q]gh]kl]v]x jZaf_s
ml_j`^Z_fufb ljZ\bl_evkl\hf

8. Bg_klb]p]b]Z]h]g ^_yl_evgh]Nhg^Z]beb hj]Zg]bl]azp
hkms_kl\ey_lky gZ jug]h]q]guo ijb]g]p]bi]Zo \ k]h]h]l_l]kl]bb
be]h]j]Z]g]b]l]azp]g]Z]ij]Z\]e_g]Z gZ ijb]j]h]kl]kl]h]b]f]h]kl]b b h]il]b]f]Z]e
Z]d]l]b]\h\

JZkij_^_e_gb_ q]b]kl]h]h ^hoh^Z \ ihevam lj
_^\b]g]k]g]gh]h Zdpbhg_jZ hkms_kl\ey_lky \ nhjf_ ^b\
nhjfZebah\Zgghc b ijhajZqghc ^b\b^_g^ghc iheblbdb

KemqZb j_ZebaZp]bb]e]b]h]j]Z]g]h]l]a]Z]g]bad]h]j_g]l]Z[_evgu
k]h]p]b]Z]e]a]g]Z]q]b]f]u]o i]h_d]l]h\ ^h]e]l]Z]u]v]k]Z]k]d]j]h^h\hf hlq_l_
be]h]j]Z]g]b]l]azp]k]m]d]Z]a]Z]g]b]_f]b]k]l]g]Z]g]k]b]d]j]h\Z]g]b]y]l]Z]d]b]o]i]h_d]

Bg_klb]p]b]h]g]g]Z]y ^_yl_evgh]kl]v]h]j]Z]g]h]l]a]Z]p ^h]e`g]Z
hkms_kl\ey]l]v]ky \ jZfdZo j_ZebaZp]bb]k]l]g]Z]l]ij]Z]b]e_g]Z]a]v
i]j]b]j]h]kl]kl]h]b]f]h]kl]b b h]il]b]f]Z]e]v]g]m]x]k]l]j]m]d]b]g]j]m]Z]h]d]l]b]h]h]u
h]j]Z]g]b]a]Z]p]bb]bg_klb]p]b]h]g]g]h]c ^_yl_evgh]kl]b h]ij_^_e
^hdmf_]g]l]Zo Nhg^Z j_]m]e]b]j]m]x]s]b]o \hijhku bg_klb]p]b]h]g]

9. Kh_l ^bj_dlhjh\ Nhg^Z]g]Z]g]Nhg^Z dhfb]K]h]l]u]l]Z
^bj_dlhjh\ Nhg^Z]j]Z]l]b\]g]u]d]j]l]Z]j]v]b K<: Nhg^Z]y]k]k]r]h]sh]k]l]
^_yl_evgh]kl]v \ k]h]h]l_l]kl]bb]k]i]j]b]g]p]w]i]n]Z]f]b]d]j]Z]g]h]l]h\]K]h]c
^bj_dlhjh]k]k]b]h]e]g]b]g]h]e]h]h]j]Z]g]Z]m]i]j]Z\]e_gb_]j]b]k]d]Z]f]b \]g]m]l]

dhgljhev b Zm^Zkfb_ijh\hj_qZs_c AZdhgm J_kim[ebd
©H Nhg^_ gZpbhgZ]hkhk]lhy[by^a

10. >ey [he__ m]em[eZ_ggkic_ggkic ijhjZ[hldbijbhijh
Kh_l_ ^bj_dlhjh\ Nhg^Z kha^Zxlky dhfbl_lu ih Zm
\hagZ]jZ`^_kby^bZebabjh\Zggh] Bgu_ dhfbl_lu fh]n
kha^Zgu ih mkfhlj_gbx Kh_l_ Nhg^Z_dlhj

Kh_l_ ^bj_dlhjh\ Nhg^Z ijbgbfZ_l j_r_gb_ h kha
hij_^_ey_l bo i_jkhgZevguc b qbkaj_ggkic^Zkha^Z\
ihghfhqbc Z lZd`_ nmgdpbb b ihjy^hd jZ[hlu

< khklZ\ u dhfbl_lh\ \oh^yl qe_gu Kh_l_Z ^bj_dlhjh
h[eZ^Zxs_b_ g_h[oh^bfufb ijhn_kkbhgZevgufb agZgb
dhgdj_lghf dhfbl_l_

Dhfbl_l ih Zm^blm Nhg^Z_babj^pkhklhbl bkdexqbl_e
qbkeZ g_aZ\bkbffuo ^bj_dlhjh\ < kemDhZ_b_l_hf\
d\Zebnbpbjh\Zggh]h wdki_jlZ ^Zeg_ggkic_b_bpbh igZ\Z]h
J_r_gb_ h ijb\ e_q_gbb wdki_jlZ_b_bpbh igZ\Z]h
_]h ijb\ e_q_gby ^he`_g`_]h^gh jZkkfZljb\Zlvky gZ

^_yl_evghklb b g_aZ_kkfb^b abjh\Zgguc dhfbl_l
hkms_kl\ey_l k_bfue_l h[t_dlb\guc ZgZeba \ebygby
hj]Zgb^Zp\oh^ysbo \]jmiim Nhg^Z gZ jZa\blb_wdh
\aylhc hljZkeb w_dkhghf_b_d_bk^k^Z_dhg_h_fkim[ebdb DZaZokl
Nhg^_ gZpbhgZevgh]h [eZ]hkhkkl_hhyggby^a qe_gh
Ki_pbbZabjh\Zggh]h dhfbl_dkZ_jlhf k ijZ\hf]hehkZ y
ij_^klZ\bl_ev Kq_lgh]h dhfbl_lZ ih dhgljhex
j_kim[ebdZgkdh]h [x^`_lZ

Dhgljhev aZ bkihevah\Zgbj]fZ_ggkic^ub^_e_gguo b
kj_^kl\j_kim[ebdZgkdh]h [x^`_lZgh]Z_pdhgg^Zevj_kim[
DZaZoklZg gZ khhl_lkl\w_dhg_h_bggZ_gkdh]h h[hkgh\Zgbx
wnn_dlb\ghklb [x^`_lguo bg_klbpbcb hghkylky d dh
dhfbl_lZ ih dhgljhex aZ bkiheg_gb_f j_kim[ebdZgkdh]

< khklZ\Zo hklZevguc_kh_h^b_dj_l_dlhjh\ Nhg^Z [hevrb
khklZ\eyxl g_aZ\bkbffu_ ^bj_dlhjZ

Ki_pbZebabjh\Zgguc dhfbl_l hkms_kl\ey_l k\hx jZ
klheh`_gb_m_l_j`^_gkhu_f_lhf_bj_dlhjh\ Nhg^Z [hlZg_guf
khhl_lkl\bb k AZdhghf J_kim[ebdb DZaZoklZgZevg
[eZ]hkhkklhygby^a Nhg^Z\hf

Hij_^_e_gb_khklZ\Z kjh_kZ_ichteghf_a_bpb\Zggh]h dh
ba[jZgb_ij]k^Zl_ey b qe_gh\ Z lZd`_ ^hkjhqgh_
ihghfhqbc hghkblky d khfi_l_b_jg_pbb_jh Nhg^Z _^k_ ^zv_
Ki_pbZebabjh\Zggh]h [bjZ_lky b_a_eq_bkha^ZKh_l_Z ^bj_d
Nhg^Zl_j^k^Zl_jeZ\egby Nhg^Z g_ fh`ijl^k^Zl_e_f
Dhfbl_l_ki_pbZebabjh\Zgguc Nhg^Z^_ey_lky ke_^mx
nmgdpbyfb

jZkkfZljb\Z_l ij_^eh`_gbyhfKq_lzh]dhgljheZ
bkiheg_gjb_kfim[ebdZgkdh]hh[xi^h\lZ_gbb ZgZebaZ hj]Z
\oh^ysbo \ Jjmiim Nhg^Z k ihke_^mxsbf ij_^hklZ\
mkIZgh\e_gghfKhjy^bj_dlhjh\ Nhg^Z

ijh\h^bl bamq_gb_ b ^Z_l dhfie_gZgmx\hh
ohayckl_gghc ^_yl_evghklb hj]ZgbaZpbb \oh^ys_c \
ij_^hklZ\ey_l j_amevlZlu ZgZebajZ\KNhg^Z

Kq_lghfm dhfbl_lm ih dhgljhex aZ bkiheg_gb_f.j_kiml

11. < Nhg^_ gZagZqZ_l j_r_gb_ h gZagZqZ_l
ijbgbfZ_l j_r_gb_ h gZagZqZ_l dhj_lZjy hij_^_ey_l
_]h iheghfhqbc nmgdpbb b ihjy^Hhg^_gu_evgghZhg
dhjihjZlb\gh]hdj_lZjy dexqZxl kh^_ckl\bb_l_f_gghf
dZq_kl_gghf ijbgyllb dhjihjZlb\gh]hdj_lZjy
^bj_dlhjh^bgkl_gZdpbhg_jZ \uiheg_gb_ jheb kh_lgb
Kh_Zbj_dlhjh\ ih \k_f \hijhkZf bo ^_yl_evghklb b ijb
gZklhys_]h Dh^_dkZ Z lZd`_ fhgblhjb] aZ j_ZebaZp
mqZkl \ kh_jr_gkl\h\Zgbb dhjihjZlb\gh]h mijZ\ey_g
hj]ZgbaZp

12. < Nhg^_ khaKZ:lKyh_l ^bj_dlhjh\ Nhg^Z hij
dhebq_kl_gguc khklZ\ kjhd iheghfhqbc gZagZqZ_l
^hkjhqgh ij_djZsZ_l _]h iheghfhqbc by^hdij_^_jZy_lu jZa
mkeh\by hieZlu ljm^Z b ij_fbjh\ZgbZ jZdhlgpdxK^:l

K<:ih^qbgylky g_ihkjK^kl_lghdhjh\ Nhg^Z b y\ey
g_aZ\bkbfbkihegbl_evgghZhg Nhg^Z

Dexq_u_ h[yaZgghklbexqZxl hp_dZdmkl\Z kbkl_
\gmlj_gg_]h dhgljhey b mijZ\ey_gby jbkdZfb \ Nhg^_ l
Kh_lZ ^bj_dlhjh\ bgnhjZpbb h ^hklZlhqghklb b w
kbkl_fu Hkgh\gZyK^:ZaZqZxqZ_lky \ kh^_ckl\bb m
j_amevlZlh\ ^_yl_evghklb Nhg^Z

13. < Nhg^_ kha^Z_lky dhee_]bZevguc bkihegbl_e
ijZ\egby l]Z\ey_gb_ ih^hlq_lgh Kh_lm ^bj_dlhjh\
^_yl_evghklv \ ij_^_eZo dhfi_l_gplK^lZhg^Z_gkbb
^bj_dlhjh\ Nhg^Z hkms_kl\ey_l dhggjhkevx aZ_wnevgh
ijZ\egby Nhg^Z \dexqZy \uiheg^_ghklggh]hgZdpbhg_j
Kh_lZ ^bj_dlhjh\ Nhg^Z

l]Z\bl_evkl\h dZd Zdpbhg_j gZagZqZ_l b ^hkjh
^he`ghklj^k^Zl_eiyZ\egby Nhg^Z QjZ\egby Nhg^Z
ba[bjZxlky lKh_lZ ^bj_dlhjh\ Nhg^Z h`_gby dZg^b^ZlZf
ba[jZgb_ \ kjZklZgblNhg^Z jZkkfhjKgb_lZ ^bj_dlhjh\ Nhg^Z
\ghklj^k^Zl_eiyZ\egby Nhg^Z

14. Nhg^_ h]ZgbaZp^he`gu ijb^_j`b\Zlvky \ukhdb
klZg^Zjlh\ b \g_^jylvfug_hj]hph^bmju ^ey h[_ki_q_gby i

ijbf_g_gby wlbo klZg^ZjIh\ \k_fb iZ[Z]ZgblZ Nhg^Z
hj]ZgblaZp

M_^hfe_gby h ij_^iheZ]Z_fuo gZjmr_gbyo ^he
gZijyfmK<: beb Kh_lm ^bj_dlhjh\ Nhg^ZgblaZp
Bkihegbl_evjgZg b \k_ _]h kljmdlmjgu_ ih^jZa^_e_gby
[_ahiZkghklb g_ ^he`gu ij_iylkl\h\Zlv i_j_^Zq_

Nhg^ jZajZ[Zlu\Z_l klZg^Zjlu ^_eh\hc hf[md^kf,_g_Zl
wnn_dlb\ghkd_ku m_^hfe_gby h ij_^iheZ]Z_fuo ugZjm
^bj_dlhjh\ Nhg^ZgblaZp ph[_ki_qb\Zxl \g_^j_gb_ wlbo k
bo kh[ex^_gb_ <k_ ^he`ghklgu_ ebpZ thj]ZgblaZp b
^he`gu ih^ibkZlv aZyle_gb_ h[DhagZokhfefhg lwb db b

j_]meyjgh ih^i\^Zlv kDhb^_adkZg Nhg^hj]ZgblaZp gZ
j_]meyjghc hkgh_ ^he`gh ijh\h^blvky h[mq_gb_
jZ[hlgbdh\ gZijZ\^e_ggh_ gDh^hglkZegh hc wlbdb j
hf[m^kfgZ b ^hklmighklb kbkl_fu m\ij^hifree_Zg]Zy_fuo
gZjmr_gbyo

15. < p_eyo kh[ex^_gby ijbgpbih\ ^_eh\hc wlbdb
j_]mdbh\Zgby khjmbZhe\ugh kihjh\ \hagbdZxsbo \
hj]ZgblaZp gZagZhdZm^ky_g

DZg^b^Zl gZ ^hf[gh^klfv^gZ`_g bf_lv [_amij_qgmX
j_imlZpbx \ukhdbc Z\lhjbl_l b h[eZ^Zljbgyklbkh[
[_kijbkljZklguo j_r_gbc

Hf[m^kf_g gZagZqZ_lkyh\ ^Zg_bdlfhjh\ Nhg^Z b ih^
i_j_ba[jZgbx dZ`^u_ ^\Z]hfZm^kfhgZdexqZ_lky
dhgkmevlbjh\Zgbb h[jZlb\rboklygbdhg_fm qZk]hgbdh\ ljr
kihjh\ dhgnebdIZ b hdZaZgbb bf kh^_ckl\by \ \ujZ[h
dhgkljmdlb\gh]h b j_Zebam_fh]h j_r_gby k mq_lh

aZdhgh^Zl_evkl\Z J_kim[ebdb DZaZoklZg \ hf
dhgnb^_gpbZevghklb h^j_bfhgklb[hdZaZgbb kh^_ckl\by
ijh[e_fg_uo khp_bZhe\ghuo \hijhkh\ dZd jZ[hlgbdh\ lZ
hj]ZgblaZp Z lZd`_ \ kh[ex^_gbb ijbgpbih\ ^_eh\hc v
Nhg^Zhj]ZgblaZp

Hf[m^kf_g \ughkbl gZ jZkkfhlj_gb_ khZgh\klbm
^he`ghklguo ebp Nhg^ZgblaZp uyle_ggu_ bf ijh[e_f
\hijhku ghkysb_ kbkl_fguc oZjZdl_j b lj_[mX
khh\l_kl\mxsbo j_r_gbc dhfie_dkguo f_j \u^b]Z
ij_^eh`_gby ^ey bo j_r_gby

Hf[m^kf_g g_ j_`_ h^gh]hijZakZ\ey_l hlq_l h j_
ijh_^_gghc jZ[hlu Dhfb_lm ih gZagZq_gbyf b \hagZ
ih Zm^klm_lZbj_dlhjh\ Nhg^Z dhjhju_ hp_gb\Zxl j
^_yl_evghklb

Kh_l ^bj_dlhjh\ Nhg^Z hp_gb\Z_l j_ame[vmZl ug Z_y
 b ijbgbfZ_l j_r_gb_ h ijh^e_gbb beb ij_djZs_gbb
 aZgbfZxs_]h ^he^f gmkkf_gZ
 F_klh \uiheg_gby jZ[hlu m k e [m b k f l j i z ^ z _eyxiky
 j_r_gb ijfZ\ e_gby g^Z

= eZ VZ < aZbfh^_cN\hgZbhj]Zgb aZ phev Nhg^Z dZd
 gZpbhgZevgh]h mijZ\eyxs_]h ohe^bg]Z

1. Kbkl_fZ dhjihjZlb\gh]h mijZ\ e_gby]Zg bNhg^Z
 h[_ki_qb\Z_l gZ^e`Zs__ mijZ\ e_gb_ b dhgljhev a
 gZijZ\ e_gZ gZ jhkl ^he]hkjhq gmkd hclh b f j Z a l b l b _ Nhg^Z
 gZpbhgZevgZ\ e y x i s b c o h e u i h g e] g y \ h l g h r _ g b b d h l f b z o c
 jhev kljZl_]bq_kdh]h ohe^bg]Z < hkgh_ dhjihjZlb\g
 [ulv wnn_dlb\ghklv hi_jZlb\ghklv b ijhajZqghklv

2 Kbkl_fZ dhjihjZlb\gh]h mijZ\ e_gby]Zg bNhg^Z
 ij^klZ\ey_l kh[hdm]ghklv ijhp_kkh\ h[_ki_qb\Zxsbo
 dhgljhev aZ ^_yl_evghklv h j] Z g h a Z p i Z d ` _ kbkl
 \aZbfhhlghr_gbc bkiheg_bgu^fv hj]Zghf Kh_lhf ^bj_d
 Zdpbhg_jZfb g l_j_g h v Z g k l h j h g Z f b D h f i _ l _ g p b b h j] Z g h
 ijbgylby j_r_gbc ^he`gu [ulv q_ldh hij_^_e_gu b aZdj_

Kbkl_fZ dhjihjZlb\gh]h mijZ\ e_gby ij^mkfZljb\Z
 f_`^m

- 1) Zdpbhg_jZfbZklgbdZfb
- 2) Kh_lhf^bj_dlhjh^Z[ex^Zl_ekg\uf]hf
- 3) bkihegbl_eh]Zfghf
- 4) aZbgj_kh\Zggu]hghgZfb
- 5) bgufb hj]ZgZfb hij_^_ey_fufb \MkklhZl\hflkl\bb k
 Kbkl_fZ dhjihjZlb\gh]h mijZ\ e_gby ^he`gZ h[_ki_
- 1) kh[ex^_gb_ b_jZjobb ihjy^dZ jZkkf h l b _ g p b y h b
 j_r_gbc
- 2) q_ldh_ jZa]jZgb e g h h q b i c b h l \ _ l k l \ _ g g h k l b
 hj]ZgZfb ^he`ghklgufb ebpZfb b jZ[hlgbdZfb
- 3) k\h_j_f_ggh_ b dZq_kl_ggh_ ijbgylb_ j_r_gbc
 hj]Zgb a Z p
- 4) wnn_dlb\ghklv ijhp_kkh\ \ ^_yl_h e j y Z g h a Z p N h g ^ Z
- 5) khh l \ _ l k l \ b _ a Z d h g r h ^ Z g Z e v k y s _ f m D h ^ _ d k m b \

^hdmf_glZf N h j] Z g h a Z p
 < Nhg^_h]Zgb a Z p ^he`gu [ulv ml_j`^_gu iheh
 hj]ZgZo b kljmdlmjguo ih^jZa^_e_gbyo Z lZd`_ ^he`
 khh l \ _ l k l \ m x s b o i h a b p b c K h [e x ^ _ g b _ i h e d m f _ g p l h \ ^

h[_ki_qb\Z_l kbkl_fghklv b ihke_^h\Zl_evghklv ijhp
mijZ\e_gby

3 Nhg^ m qZkl\m_l \ dhfiZgbyfgbithkj_^kl\hf j_Zeba
nmgdpZdpbhg_mjZkligbZIZd`_kh\^abj_dlhjh\ \ ihjy^
hij_^_e_gghf mdhfiZgfb b gZklhysbf Dh^_dkhf

Nhg^ _`_]h^gh gZijZ\ey_l iKk\k\Zb]j_dlhjh\ b
ij_^klZ\bl_eyf Nkg^Z^bj_dlhjh\hfizog h`b^Zgby Zdpbhg
ij_^klhysbc nbgZgkh\uc]h^

Nhg^ \ nhjfZl_ h[s_]h kh[jZgby Zdpbhg_jh\ ijh\
qegZfb Kh_lZ ^bj_dhfiZgoc \k_]hehkmxsb_ Zdpbb
ijbgZ^e`_Zl Nhg^m

Kh_lu ^bj_dhfiZgoc h[eZ^Zxl iheghc kZfhklhyl_e
ijbgylbb j_r_gbc \ jZfdZo k\h_c mdkhZigH\egpbbhZ\hf
dhfiZgoc

Ihabpby Nhg^Z ih hI^_hkvZgufh\hi]biky q_j_a ij_^kl
Nhg^Z \ Kh_l_ ^bdjh_fdhgph\
Kh]eZkgh AZdhigm]ebdb DZ@ZHoKNZhg^_ gZpbhgZe

[eZ]hkhkklhygby^a \k_]hehkmxsb_ Zdpbb dhjhj
\ kh[kl_gghklb Nhg^Z \hijhku \qth^yesvbgmx bkdie_xl_g
h[s_]h kh[jZgby Zdpbhg_lZh^bj_dlhjh\ \ khhl_lkl\bb

J_kim[ebdb DZ@ZpKZdgpbhg_jguo h[s_kl\Zo^ fh]ml [u
dhfi_l_gpbb Kh_lZ ^bpdhhejhbgbejh hj]ZgZ lZdhc dhf
khhl_lkl_ggh dco lZemqZyo hj]Zg i_j_^Z\rbc

gb`_klhys_fm hj]Zgm ^he`_g hkms_kl\eylv fhgblhj
^_e_]bjh\Zgguo dhfi_l_gpbc

>_yl_evghklv Nhg^Z ih hm]iZgbyZgpxhkms_kl\ey_l
khhl_lkl\bb k aZdhgZfb J_kim[ebdbhDZ@ZokhZg_@H]Z
©H Nhg^_ gZpbhgZevgh]h [eZ]hkhkklhygby^a b \gml

j_]mebjmxsbf mijZ\e_gb_^hq_jgbfb b aZ\bkbfbfujh
4. Nhg^ k m q_lhf ijh_ ^_gguo dhfiZgbyfgbndhjkbjm_l
^bgu iheblb dhfiZgoc ml_j`^Z h^bfq_lkdb_ j_dhf_g^Z
dhjihjZlbg_u klZg^Zj]ZgblaZp

J_r_gb_ h ijbf_g_gbb ml_j`^_gguo Nhg^hf
klZg^Zj]h\ \ h[eZklb \gmlj_bgkb]h_Zum^glnZlj_gg_]h dhg
hj]ZgblaZpjbgbfZ_lKh_lh^bj_dlhjh\]ZgblaZp m q_lh

h[_ki_q_gby khhl_lkl\by mdZaZgguo klZg^Zj]h\ ki
hj]ZgblaZp

Nhg^ \ khhl_lkl^A Zdhghf J_kim[ebdb DZaZoklZg
gZpbhgZevgh]h [eZ]hkhkklhygby^a nhjfbjm_l _^bgmx
dhfiZgoc ml_j`^Z_l f_lh^bq_kdbb p_dhfihgZlbg_u klZg

^eyhj]ZgblaZp LZdb_ gZijZ\e_gby \dexqZxl \hijhk
q_eh_q_kdbfb j_kmjkZfb bgnhjfZpbhgguofb l_ogheh
bggh\Zpbyfb jbkdZfb dhm]iZgbyZgpbjbyZgdhghfbd

b nbgZgk h\guQh^ebg]h\u_ dhfiZgbb fh]ml ml_j^blv ^b
^ey k\h_c]jmiiu ih gZijZ\ey_gbyf g_ ihdjuluf dhjihjZl
Nhg^Z eb[h ^hihegyxsb_ ^_lZebabjmxsb_ iheblbdb
klZg^Zjlu Nhg^Z

5. Bkihegbl_evguj]Zug Nhg^Z dhfiZgbc ^he`gu
\azbfh^_ckl\h\Zlv \ ^mo_ khijm^gbq_kl\Z qil[u h[_
Zf[bpbhaghklv b j_ZeieZhdjZgh\ll\h\fiZgbc gZijZ\ey_fuo
ml_j`^_gby_lZbj_dlhjh\fiZgbc Z lZd`_ bo khkkljZlk\lbb
bieZrg jZa\blby Nhg^Z

Bkihegbl_evguj]Zug Nhg^Z ^he`_g ih^^_j`b\Zlv ihklh
kbkihegbl_evguj]ZugdhffiZgbc ih \hijkZf kljZl_m]l\h\ch]ph
jZa\blby ljb wlhf Nhg^ g_ ^himkdZ_l \f_rZl_evkl
l_dmsmx ^_yl_dhfiZgbc laZdhlmjx hl_lkl\bb]hgegbg_uev
hjj]Zg dhfiZgbc aZ bkdexq_gb_f kemqZ_ dh]^Z kms_kl
\e_dmsb_g_bkiheg_gb_ DI> ireZlgZga\lelbyguo \

6 JZkij_^_e_gb_ qbklhjh ^hoh^Z \ ihevam Nhg^Z
hkms_kl\ey_lky \ nhjf_ ^b\b^_g^h\ gZ hkgh\ijha]ZfZgbc
^b\b^_g^ghc iheblbdb

7 MijZ\ey_hj]Zgblazp hkms_kl\ey_lkyhjh]Zgblazp \
khhl_lkl\bb k dhfi_l_gpbyfb b ihjy^dhf hij_^_e
hjj]Zgblazp >Zgguc ijbgpbi jZkijhkljZghj]Zgblazp gZ
g_kdhevdbfb Zdp bmgqZ]ZlfgbdZfb

8. Nhg^hj]Zgblazp bo ^he`ghklgu_ ebpZ g_kml hl\
jhkl^he]hkjhqghc klhmkkhbb\jZa\blb_ Nhg^Zgblazp
khhl_lkl_ggh b ijbgbfZ_fu_ j_r_gby b ^_ckl\by [_a
mkIZgh\ey_gghf aZk\h\ghf^Zl_leim[ebdb DZaZokIZg b
^hdmf_gIZfb

Hkgh\guf we_f_glhf hp_gdb wnn_dlb\ghklb ^_y
hjj]Zgblazpkihegbl_evguj]ZugZey_lky kbkl_Nhg^Zj_a k\hb
ij_^klZ\bl_e_kh\^bj_dlhjh\ gZijZ\ey_gbyf k\hb^Zgby ih
DI> l_j_q_gv b p_e_\u_ agZdhfiZgbc DI>_j`^Zklky_lhf
^bj_dlhjh\fiZgbc

< p_eyo ^hklb`_gbyfiZgbc> jZajZ[Zlu\Zxl khhl_lkl\
ieZgjZa\blby

GZ`_]h^ghc hkgh_ hkms_kl\ey_lky hp_gdZ ^hkl
hjj]Zgblazp kjZ\g_gmx_j`^_gggZghf jZa\blby >ZggZy h
\eby_l gZ \hagZ]jZ`^_gb_ jmdh\h\kbhegybghuqehj]Zgh\
ijbgbfZ_lky \h \gbfZgbi_jijba[jZgZblZd`_ fh`_l y\blv
hkgh\Zgb_b\h\ekyljZg_gby hl aZgbfZ_fhc ^he`ghklb ^hkj

< p_eyo hp_gdb ^hklb`_gby p_e_c b aZ^Zq mkl
jZa\blbydhfiZgbcyf mkIZgZ\eb\Zxlky DI> ihkj_^kl\hf
ijhp_kkh\
^hklb`_gby p_e_c b aZ^Zq mkl

1) Nhg^ gZijZ\ey_l k\hbf ij_^k hZ\ b Z be y dl\hjh\ k\h
h`b^Zgby ih p_e_\ ufhf DZgc gZ ieZgbcjmi_fj b h^ dhIhju
\ughkylky bfb gZ jZ kkhf\l jh h j b dlh j h\fi Zgc

2) ih blh]Zf jZkkfhlj_gby b K[k\k\m\l\h^g p y dl\hjh\
dhfi Zgc ml_j`^Z ilky q_gv b p_e_\u_ agZq_gby DI> dh
^hbkihegbl_e v g]h]Z]gZ h fi Zgc ^ey jZajZ h h l d bl kkl\m xise Zgc h\
jZa\blby

3) \ p_eyo ^hklb`_gby h^h[d h g g Zgc cDj]ZajZ[Zlu\Z_
ieZg jZa\blby gZ iylbe_lgbc i_jbh^ \ ihjy^d_
khh\l\kl\mxsbfb ^hdmf_g]Zfb Nhg^Z

4) ijh_dlieZg Z Z a\blby dh fi Zgc ihke_ ihemq_gby h^
bkiheg b g h e n h j] Z h f Z Zgc \ghkblky \ bgnhjfZpbhggmx kb
ih ieZgbjh\Zgbx fhgblhjb]m b hp_gd_ ^_yl_evghk
jZkkfhlj_gb_ b ml_j`^_gb_ K h d h f i Zgc b j_dlhjh\
dh fi Zgc

5) ieZg jZa\blby dh fi Zgc ml_j`^Z_lky Kh_lhf ^bj
dh fi Zgc b m l^_gguc \Zj b Z Z Z jZa\blby lZd`_ \ghkbl
bgnhjfZpbhggmx kbkl_fm Nhg^Z ih ieZgbjh\Zgbx fh
^_yl_evghklb

Dhjj_dlbjh\ e Z gh j Z a\blby dh fi Zgc ihke_ bo i_j\hgZqZ
ml_j`^_gby ^himkl d Z i h j k y^d_ hij_^_e_gghf k b f h _l k
^hdmf_g]Zfb N h g^Z e Z Z jZa\bd b f i Zgc b ijh_d l dhjj_dlbj
ml_j`^_g g e Z Z jZa\bd b f i Zgc Nhg^hf g_ kh]eZkh\u\Z_lky

Bkihegbl_evguc dh f j] Zgc ijh\h^bl fhgblhjb] bkih
ieZg jZa\blby b d d f i Zgc j_amevlZlu f Z g b d h j h g] lu h
bkiheg_g e Z Z jZa\blby \ghkylky \ bgnhjfZpbhggmx kb
ieZgbjh\Zgbx fhgblhjb]m b hp_gd_ ^_yl_evghklb \
khh\l\kl\mxsbfb ^hdmf_g]Zfb Nhg^Z

9. Kh_l ^bj_dlb] h e^bg]h dh fi Zgbb ^he`_g h[_ki
wnn\bd\ghklv mijZ\ e_gby jhkl ^he]hkjhq g m k l h k l h b f h
jZa\blb_ \h \k_o xjb^bq_kdbo ebpZo \oh^ysbo __
wnn_dlb\gh]h mijZ\ e_gb g h e^ b j g m h i d h f i Zgbb ^he`_gu kl
ih\ur_gb_ hi_jZpbhgg hc wnn_dlb\ghklb Z m h e l l o g q k l g b
memqr_ggu_ klZg^Zjlu dhjihjZlb\ghc dmevlmju b wlb
b ijhajZqghklv kgb`_gb_ jbkdh\ gZ^e`_ZsZy kbkl_f

Ohe^bg]h\u_ dh fi Zgbb ^he`_gu \g^jylv ih
nmgdpbhgbjmxs_f khklhygbb m q i r Z k l h y g g h f u e m i j Z \ e_
k\h_c]jmii_

Kh_l ^bj_dlh] h e^bg]h\ d b fi Zgbb y\ey_lky hj]
hl_lkl_gguf i_j_^ Zdpbhg_jZfb aZ wnn_dlb\gh
nmgdpbhgbjh\Zgb_ \k_c]jmiiu b ijbgbfZ_l j_r_g
mijZ\ e_gb_f]jmiihc

Kbkl_fZ dh j b h g Z] h mijZ\ e o g b y b g] h d h f i Zgbb ^he`_g
h[_ki_qblv

1) gZebqb_ q_ldhc kbkl_fu mijZ\e_gby \]jmii
iheghfhqbc b ijhp_kkZ ijbgylby j_r_gbc hlkmlkl\b_
b ijhp_kkh\

2) ^bgu_ klZg^Zjlu iheblbdb b fiji~~pk~~ku\ qZlk
hij_^_e_gby ^bguo ih^oh^h\ d ieZgbjh\Zgbx fhgb
hp_gd_ j_amevlZlb\ghklb b ijbfg_g_gbx dhjj_dlbjmxsbo

3) ^hklmi d dZq_kl_gghc bgnhjfZpbb \ hlghr_
]jmiiu

4) gZ^e_`Zs__ mijZ\e_gb_ ybkdZfb]jmii

5) h[_ki_q_gb_ khhl_lkl\by lj_[h\Zgbyf
aZdhgh^ZI_evkl\hf J_kim[ebdb DZaZoklZg~~he^hd~~mf_g
dhfiZgbb

6) dhhj^bgZpbx \aZbfh^Z~~okl~~\bjy~~ku~~fgklhjhgZfb
>jm]b_ \hafh`gu_ f_oZgbafu mijZ\~~eh~~hd]jmii
dhfiZgbb \dexqZxl p_gljZebaZpbx g_dhlhjuo nmg
dZagZq_ckl\h [mo]Zel_jkdbc mq_l bgnhjfZpbhggu_
h[_ki_q_gb_ \gmij_ggbc Zm^bl b bgh_

Ohe^bg]h\Zy dhfiZgby ^he`gZ h[_ki_qb\Zlv
mijZ\e_gb_f h~~ym~~sfukb\he^bg]h\dhfiZgb_c \]jmii_
ij_^hklZ\e_gb_f kZfhklhyl_evghklb \ ijbgylbb hi_
hj]ZgblaZfp ^ey hkms_kl\e_gby bfb k\h_c ^_yl_evghkl
Kbkl_fZ dhjihjZlb\gh]h mijZ\e_gby b ijhp_kk ijl
ohe^bg]h\hf~~af~~Z~~ob~~ ^he`g~~uv~~[q_ldh mklZgh\e_gu b j_]eZf_
MklZb_^hdmf_glZ~~o~~h~~d~~Z~~g~~]h\hf~~af~~Zgbb hZ]ZgblaZp\oh^ysbo
\ __]jmiim

= eZ~~3Z~~Mklhcqb]Za\blb_

1. Nhg^h]ZgblaZpkhagZxl \Z`ghklv k\h_w]dh\gerfygblby
wdheh]bx b h[s_~~kl~~\fykv d jhklm ^he]hkjhqghc klhbff
h[_ki_qb\Zlv~~mk~~\h~~cb~~\jZa\blb_ \ ^he]hkjhqghf i_jbh^
[ZeZgk bgl_ja~~Z~~bgl_j_g~~h~~^Zgklhjhg^oh^ hl_lkl_ggh
ijh^mfZggh]h b jZpbhgZevgh]h \aZ~~Z~~bfy\c_kl\bfZgk
klhjhgZfb^_l kihkh[k~~kl~~\Z~~cb~~fm jZa\blbx Nhg^Z~~Z~~bl~~Z~~p

©Mklhcqb]Za\blb~~h~~]Za\blb_ hl_qZxs__ ihlj_[ghklyf
ihdhe_gby g_ ebrZy [m^msb_ ihdhe_gby \hafh`ghk
ihlj_[ghk(~~b~~hdeZ^ <k_fbjghc dhfbkkbb ihZ~~vs~~ij~~ck~~Zjf_h~~d~~jb
jZa\blby ©GZr_ h[s__ [m^ms_]h^Z Z\]mkIZ

©Baf_g_gby ijhbkoh^ysb_ \fbj_ ih^ \ebygb_
]eh[Zevgh]h djbabkZ gZk g_ im]Zxl Fu d gbff]
aZ^Z~~q~~hojZgyy \k_ q_]h fu ^hklb]eb aZ]h~~h~~ue~~km~~_j
mklhcqb\h_ jZa\blb_ (\hk,eZ~~gd~~^lj_ab^_glZ J_kim[ebd

G GZaZj[Z_\Z gZjh^m DZaZoklZgZ ©KlIjZf_]by^©DZ[a]y
2012]h^).Z

2 Nhg^ h]ZgblaZp^he`gu klj_fblvky d jhklm ^h
klhbfhklb h[_kii]bbWlyf kkhk_lhchb\jZa\,bb_kh[ex^Zlv
[ZeZgk bgl_jaZkngl_j_gluoZgklhjhg_y_l_evghklv \ h[e
mklhch]h jZa\blyby ^he`gZ khhll_lkl\h\Zlv emqrbf
klZg^ZjlZf

Nhg^ bj]ZgblaZp\ oh^_ hkms_kl\e_gby k\h_c
hdZaZxl \ebygb_beb bkiulu\Zxl gZZb_gl[_j_e]ghyZg_lhjhg
AZbgl_j_kh\Zggu_klhjhgu fh]ml hdZau\Zlv dZd
g_]Zlb\gh_\ha^_ckl\b_gZ ^_yl_h]ZgblaZpNhg^fZggh
jhkl_klhbfhkhk_lhch]b]Za\blyby_j_imlZp]b^`bkha^Z\Zlv
kgb`Zlv jbkdb Njh]ZgblaZp_g_h[oh^bfh m^_eylv \Z`gh
gZ^e_`Zs_fm \aZbfh^aZckg\b]x_gluoZgklhjhgZfb

Nhg^mh]ZgblaZp]ijb hij_^_eaZgbb]_j_gluoZgklhjhg b
\aZbfh^_ckl\by k gfbf j_dhf_gamZlk_y bki]h^evgZjh^
klZg^Zjlu hij_^_e_gby b \aZaZhg]ck]l]ghyZg_klhjhgZfb
(KlZg^Zjl :: klZg^Zjl ijb]gpbi]h\ ih^h(Accountability
Principles Standard 2008), :: ©KlZg^Zjl \aZbfh^_ckl
aZbgl_j_gluoZgklhjhgZfb^ A 2011 Stakeholder Engagement Standard
2011), ,62 Jmdh\h^kl\h ih khpbZevghc hahced kh_gg
Social Responsibility),* 5, * OREDO 5HSRUWLQJ ,QLWLDWLYH

l_j_q_aZbgl_j_gluoZgklhjhg \dexqZ_l gh g_h]Zgbl

AZbgl_j]Zghgu_ klhjhg	ljb\ghkbfuc \de \ebygb_	H`b^Zgby bg
Bg_klhju \d Zdpbhg_jh\ [Zgd mjh\gy	NbgZgkh\u_ j kh[kl_gguc d aZ_fgu_kj_^kl\Z	J_glZ[_evghk \eh`_gguo bg_klb,psc k\h_j_f_ggZy \uieZlZb\b^_g hkggh\gh]h]Z^h \hagZ]jZ`^_gb
JZ[hlgbdb ^he` ebpZ	Q_eh_q_kdb_ ehyevghklv	<ukhdZy aZj ieZlZ ohjhrk mkeh\by ijhn_kkbhgZe jZa\blyby
ljhn_kkbhgZevgu_	Kh^_ckl\b_h[_k khpbZevghc klZ[j_]mehjh\Zgbx l hlghr_gbx b jZaj dhgnebdh\	Kh[ex^_gb_ jZ[hlgb,dhjhhrk mkeh\by ljm^Z

Deb_glu	NbgZgkh\u_ j iml_f ijbh[j_l ijh^mdpbb lh\Z mkem] hj]ZgbaZ	Ihemq_gb_ \ukhdhdZq_k] [_ahiZkgldZj b mkem]ih ijb_fe_fhc p_
IhklZsbdb	IhklZ\dZ j_k lh\Zjh\ jZ[hl b ^ey kha^Zgby kl	GZ^`guc j k[uZ ihklhyg ieZI`_kihkh[ihdmiZI_ev
F_klgu_ khh[s gZk_e_gb_ \ hkms_kl\e_gby ^_yl_evghklb h[s_kl_g]j]ZgbaZ	Ih^^_j`dZ \ f hkms_klby_g ^_yl_evghklb ehyevghklviah^^_j f_klguo \e;Zkl_c [eZ]hkdehgg_h_ hlg_hr_gb_ khljm^gbq_kl\h	Kha^Zgb_ ^hihegbl_evge jZ[hqbo jZa\blb_ j_]bh
IjZ\bl_evkl\h]hkm^Zjkl_ggu_ lZjeZf_gl	=hkm^Zjkl_ggh_ j_]mebjh\Zgb_	GZeh]b j_r_g khpbvZguo aZ^

Nhg^h]ZgblZp^he`gu ijbgbfZlv f_ju ih gZeZ`b\Z
b ^he]hkjhqgh]h khlijm^gbq_kl\Z b mijZ\eylv
aZbgl_j_g]ZgklhjhgZfb

Nhg^ h]ZgblZpkhklZ\eyxl adZjgm_j_g]Zgklhjhg
mq_lhf jbkdh\ b jZgq_b]mfy akZ\mkbfhklb iyyfhc beb d
h[yaZI_evkl\ kblmZpbb m^_eyy hkh[h_ \gbfZgb_ ah
\ebygby jZaebqguo jZaghh[jZaguo i_jki_dlb\

Ohe^bg]h\u_ dhfiZgbb ^he`gu bf_lv dhgkheb^
aZbgl_j_g]Zgklhjhg ^eyjkl\h_u_b]khklZ\blv khhl_lkl\mx
\aZbfh^_ckl\by k lZdbfb klhjhgZfb

F_lh^u \aZbfh^_ckl\by_l_j_g]ZgklhjhgZfb \dexqZx
g_h]jZgbqb\Z_lky ke_^mxs:bfb nh]ZfZg^Zjl \aZbfh^_
k aZbgl_j_g]ZgklhjhgZfb^a ^{SS}akeholder Engagement

Standard 2011)

Mjh_gv \aZbfh^_ckl\by	F_lh^u \aZbfh^_ckl\
DhgkmevlZpbb ^\moklhjhgg_aZbfh^_ckl aZbgl_j_g]Zgklhjhgu hl gZ \hijhku Nhg]ZgblZp	Hijhkgbdb nhd-m]kmi;u <klj_q]aZbgl_j_g]Zg klhjhZgb im[ebqgkl]_qb k_fbgZju ij_^hklZ\eh]j]Zlg_hc k\yat

	ihkj_^kl\hf kj_^kl\ dhf;rn dhgkmevlZlkhgulu
l_j_]h\hju	Dhee_dlb\gu_ i_j_]h\hju ijbgpbih\ khpbZevgh]h i
<h\e_q_gghklv >\moklhjhgg__ beb fgh \aZbf^_ckl\b_ gZjZsb\Z b agZgbc kh \k_o aZbgl_j_gu\Zg klhjhgu hj]ZgbaZpbb ^_ckl\mxi	Fgh]hklhjhgg_b_;nhjmfu dhgkmevlZpZhggeb ijhp_kkklb`_gby dhgk_g ijhp_kk kh\f_klgh]h ijt j_r_gbc nhd-mjkmii;u ko_fu ij_^hklZ\e_gby h k\yab
Khijm^gbq_kl\h >\moklhjhgg__ beb fgh \aZbfh^_ckl\b_ k gZjZsb\Zgb_ hiulZ b ijbgylb_ j_r_gbc b f_j	Kh\f_klgu_ ij;h_dlu kh\f_klgj_ ^ijby\by iZjlgjkl\h kh\f_klgu_gpbpbZlb\u aZbgl_j_gu\Zg hhg
lj_^hklZ\e_gb_ iheghfhd aZbgl_j_gu\Zg klhjhgu ijbf_gbfh ijbgbfZxl m mijZ\e_gbb	Bgl_]jZpby \hijhkh\ \aZ k aZbgl_j_gu\Zg klhjhguZ mijZ\e_gb_ kljZl_]l hi_jZpbhgmx ^_yl_evgl

3. Nhg^ h]j]ZgbaZp^he`g[u_kh_qblv kh]eZkh\Zgghkl
wdhghfbq_kdbo wdheh]bq_kdbo b m k p b Z e p h j Z a p b l e y c
^he]hkjhqghf i_jbh^_ dhlhjh_ \dexqZ_l \ lhf qbke
klhbfhklb ^ey Zdpbhg_jh\ M k d g c o b l j Z a \ b l b _ \ Nhg^_
hj]ZgbaZp k h k l h b l b a l j _ o k h k l Z \ e y x s b o w d h g h f b q _ k d
k h p b Z e v g h c

Wdhghfbq_kdZy khklZ\eyxsZy ^he`gZ gZijZ\eylv
hj]ZgbaZp gZ jhkl ^he]hkjhqghc klhbfhklb h[_ki_
Zdpbhg_jh\ b bg_klhjh\ ih\ur_gb_ ijhrpn_kklb\ghjkl
bg_klbpb_c \ kha^Zgb_ b jZa\blb_ [he__ kh_jr_gguo
ijhba\h^bl_evghklb ljm^Z

Wdheh]bq_kdZy khklZ\eyxsZy ^he`gZ h[_ki_qb
\ha^_ckl\by gZ [bheh]bq_kdb_ b nbabq_kdb_ ijbjh^g
bkiheh^Zgb_ h]j]Zgbq_g g k u h \ j i k b f _ g _ g b _ w d w e h j p b g u o
fZl_jbZehk[_j_]Zxsbo l_ogheh]bc kha^Zgb_ wdhe
ijh^mdpbb fbgbfbaZpbx i_j_jZ[hldm b mgbqlh`_gb_

KhpbZevgZy khklZ\eyxsZy hjb_glbjh\ZgZ gZ ij
hl_kl_gghklb dhlhju_ \ qbke_ ijhq_]h \dexqZ
[_ahiZkghklb ljm^Z b khojZg_gb_ a^hjh\vy jZ[h
\hagZ]jZ`^_gb_ b m\Z`_gb_ ijZ\ jZ[hlgbdh\ bg^b
i_jkhgZeZ j_ZebaZpbx khpbZevguo ijh]jZff^eyh\üojk

jZ[hqbo f_kl kihgkhjkl\h b [eZ]hl\hjbl_evghklv ijh\
h[jZah\ZI_evguo Zdpbc
Nhg^ h]Zgbazp^he`gu ijh\h^blv ZgZeba k\h_c ^
jbkdh\ ih lj_f ^Zgguf Zki_dIZf Z lZd`_ klj_fblvky g_
g_]Zl\g \ha^_ckl\b_ j_amevlZlh\ k\h_aZbgylj_evlZgb
klhjhg
F_`^mgZjh^gu_ kGRg^Zjbulh^yl ke_^mxsmx deZkkb
dZI_]hjbc b Znikldhdp]Za\blby

DZI_]hjby	:ki_dlu
Wdhghfbq_k	Wdhghfbq_kdZy j_amevlZlb\ghklv ljbkmlkl\gZ_jugdZo G_ijyfu_ wdghghfbq_kdb_ \ha^_ckl\by ljZdlbdb aZdmihd
Wdheh]bq_k	FZI_jbZeu Wg_]by <h^Z ;bhjZaghh[jZab_ <u[jhku K[jhku b hloh^u ljh^mdpby b mkem]b Khhl_lkl\b_ lj_[h\Zgbyf LjZgkihjl H[sZy bgnhjfZpby Wdheh]bq_kdZy hp_gdZ ihklZ\sbdh\ F_oZgbafuZqb`Zeh[u gZ wdheh]bq_k
KhpbZevgZy	ljZdlbdZ ljm^h\uhr_gblg b ^hklhcgu \dexqZx\ lhf qbke_ aZgylhklv a^hjh gZ jZ[hq_f f_kl_ h[mq_gb_ b \azbfhhlghr_gby khlijm^gbdh\ b jmdh\ b Z\gu_ \hafh`ghklb jZ\gh_gbhaGZyjZ] b fm`qbg hpjZdlbdb ljm^h\uo h ihklZ\sbdh\ f_oZgbafu ih^Zqb `Ze ljm^h\uo hlghr_gbc
	ljZ\Z q_eh_dZ qZx \ lhf qbke_ bg g^hims_gb_ ^bkdbfbgZpbbZkhh\hZpb _ ^_gby dhee_dlb\guo i_j_]h\hjh\ ijbgm^bl_evguo h[yaZI_evguo ljm^ h[_ki_q_gby [_ahiZkghklb ijZ\Z fZehqbke_gguo lgzjgdlm]ex^_gby ihklZ ijZ\ q_eh_dZ f_oZgbafu ih^Zqb `Z q_eh_dZ
	H[s_kl\h \dexqZ_l \ lhf qbke_ f_ ijhbl\h^_ckl\b_ dhjjmipbb]hkm^Zjkl\

	<p>ij_iy kl h\Zgb_ dhgdkmjh_lgpbkl\b_ lj_[f hp_gd^ma^_ckl\by ihklZ\sbdh\ gZ h[s_ ih^Zqb `Zeh[gZl\ h_a^gZc h[s_kl h Hl_lkl_gghklv aZ ij\l^m^qz_bk \lhf a^hjh\v_ b [_ahiZkghklv ihlj_[bl_ ijh^mdpbb b mkem] fZjd_lbg]h\u g_ijbdhkgh_gghklv qZklghc `bag khhl_lkl\b_ lj_[h\Zgbyf</p>
--	---

4. IjbgpbiZfbh[eZkmlhchq]h jZa\blby y\eyxlky hldj
ih^hlq_lghklv ijhajZqghklv wlbqgh_ ih_^_gb_
aZbgl_j_gluvZg klhjhg aZdhggghklv kh[ex^_gb_ i
g_l_jibfhklv d dhjmmipbb g_^himklbfhklv dhgnebdl
ijbfj

JZkdjulb_ ijbgbpbih\

1) hldjulhklv hldjulu d \klj_qZf h[km^_g;bfyf b ^
klj_fbfky d ihkljh_gbx ^he]hkjhqgh]haZblgm^gklhZg\Z
klhjhgZfb hkgh\Zggh]h gZ mq_l_ \aZbfguo bgl_j_k
[ZeZgkZ f_`^m bbgN_hjgN]fZgblZpZbgl_j_gluvZg klhjhg

2) ih^hlq_lghklv uvhkhagZ_f k\hx ih^hlq_lghklv aZ \h
wdhghfbdm hdjm`Zxsmx kj;f^m kh^gZ_klkhx hl_lkl\
i_j_` Zdpbhg_jZfb b bg_klhjZfb aZ jhkl ^he]hkj
klhchq]h jZa\blb_ Nhg^jZgblZp\ ^he]hkjhqghf; fujbh^
klj_fbfky fbgfbabjh\Zlv hljbpZI_evgh_ \ha^_ckl\b_ k
hdjm`Zxsmx kj_^m b h[s_kl|h iml_f [_j_`gh]h hlg
\dexqZy wg_j]bx kujv_ \h^m ihkjZ_s^h\Zy_eu[g]h]kth
hloh^h\ b \g_ujk_hghyijhba\h^blw^g]hoj_kmjkhk[_j_]Zxs
l_ogheh]fucieZlbf gZeh]b b bgu_ ij_^mkfhlj_ggu_ aZ
k[hju \]hkm^Zjkl_ggufu [k^b]Zlgy_f b kha^Z_f jZ[hqb
jZfdZo k\h_c kljZa\lbbby b \hafhf^gklj_fbfky kh^_ckl|h\
jZa\blbx f_klghklb \ dhlhjhc hkms_kl\ey_f ^_yl_ev
kljZI_]bb b \ ij_^_eZo bf_xsboky nbgZg kuljh^mhf^ghg
b jZamfgh ijbgbfZ_f j_r_gby b kh_jrZ_f ^j_bkg\by
gZqbgZy hl mjh\gy ^he`ghklguo ebp b; fZ\kljrr_ZpjkZ[h
\g_^jylv bggh\Zpbhggu_ l_ogheh]bb gZijZ\e_ggu
hl_lkl_ggh_ bkihevah\Zgb_ j_kmjkh\ ih\ur_gb_
ljm^gZrbijh^mdlulh\Zju b mkem]b_^kl^hgZlkhklZg^Zj
a^hjh\v_y b [_ahiZkghklb ihlj_[bl_é_aZdmkhlZg]h\evlg]b
[ulvgZ^e_`Zs_]h dZu^k]hZbf gZrbfb deb_glZfb

3) ijhajZqghklv j_r_gby b ^_ckl\by ^he`gu [ulv
ijhajZqgufb aZbgl_j_gluvZg klhjhg k\h_j_f_ggh jZkdj
ij_^mkfhlj_ggm aZdhgh^ZI_evkl\hf b gZrbfb ^hdmf_
mq_lhf ghjf ih aZsbl_ dhgnb^_gpbZevghc bgnhjZpbb

4) wlbqghh_ ^_ gb_ hkgh_ gZrbo j_r_ gbc b ^_ ck
p_gghklb lZdb_ dZd m\Z`_gdjulhq_klgdklfZg^hduc ^
^h_jb_ ^h[jhkh_bkljZklv^eb_hklv

5) m\Z`_gbfu m\Z`Z_f ijZ\Z b bagZbg_l_ku_ghvZg_lhjhg
dhlhju_ ke_^mxl ba aZdhgh^ZI_evkl\Z aZdexq_g
hihkj_^h\Zggh \ jZfdZo ^_eh\uo \aZbfhhlg hr_gbc

6) aZdhgh^ZI_evkl\m J_kim[ebdb DZaZokhZ]g_gbbZrp_gbyf

7) kh[ex^_gijZ_ q_eh\±dfZ kh[ex^Z_f b kihkh[kl
kh[ex^_gbx ijZ_ q_eh_dZ ip_Dm g khbjlmgpbc J_kim
DZaZoklZg b f_ ^mfgZhdmgfufg lZlZdbdZd <k_h[sZy ^_deZ
h ijZ\Zo q_;efu\dZ]hjbq_kidd_ge_faZij_sZb_kihevah\Zgb
^_lkdh]h;lgZ^Z[hlgbdpZrZ jeZ\gZy p_gghklv b hklgh\g
mjh\gy bo ijhn_kkbhgZeb g hZl b gZajyifZkx aZ\bkyl j_a
gZr_c ^_yl_evghklb b klhbfhklv kha^Z\Z_fZy ^ey b
ijb\le_dfZgZ hldjulhc b ijhajZqghc hkgh_ ijhn_kkbhgZ
jugdZ ljm^jZa\b\Z_f k\hbo jZ[hlgbdh\ gZ hklghhdjZ bbgp
h_ki_qZ_f[_ahiZkghklv b hojZgm ljm^Z gZr_c h^jZ[h
ha^hjh\bl_evgu_ ijh]jZffu fkh hpbZaew\gZmx ih^^_j`dm jZ[l
kha^Zwnn_dlb\gmx kbkl_fm fhb\Zpbb b jZpZa\b\yZ jZ
dhjihjZlbgmx d;mevlmjm

8) g_l_jibfhkdv dhjji pbb dhjjmipbbZajmrZ_l klhbfhk
dhlhjm x kha^Zxl gZrb hj]ZgbaZpbb ^ey gZrbo Zdpbh
aZbgl_j_ghvZg_lhjhg b Z[s pkle hfu h[ty\ey_f g_l_jibfhkl
dhjjmipbb \ ex[uo \ ijhy\le_gbyo \h \aZbfh^c
aZbgl_j_ghvZg_lhjhgZfb >he`ghklgu_ ebpZ b jZ[hlgbd
dhjjmipbhgg_ ^_eZ ih^e`Zl m\hevg_gbx b ijb\le_q
\ ihjy^d_ ij_^mkfhlj_gg;hkbaZdfhgZlfj_gg_]h dhgljhey \
b hj]ZgbaZp^he`gu \dexqZlv \ lhf qZkijZ\ef_ggu_g
g_^hims_gb_ ij_^hl\jZs_gb_ b \uy\le_gb_ dhjjm;ipbhg
hj]ZgbaZpke_^m_l jZa\b\ZaZbZpZeh hklghgklhjhghZfb qh
ih\urZlv bo bgnhjfbjh\Zgghklv \ [hjv[_ dhjjmipb_c

9) g_^himklbfhklghnebdIZ bgl±jkkjhl_agguZjmr_gby
k\yaZggu_ k dhgnebdlhf bgl_j_kh_ fh]ml gZg_klb ms
hj]ZgbaZp ih^hj\Zlv ^h_jb_ d gb f kh klhjhgu Zdp
aZbgl_j_ghvZg_lhjhghgqgbgl_j_ku ^he`ghklgh]h ebpZ bel
g_ ^he`gu hdZa\b\yZby \gZ [_kijbkljZklgh_ \uiheg_gb
^he`ghklguo nmgdpbhgZevgud hlgvharZgghy bZjkg jZfb
Nhg^h]ZgbaZpjZkkqblu\Zy gZ mklZgh\le_gb_ b khojZ
hlg hr_gbc ijb dhlhjuo klhjhgu h[yaZgu ^_ckl\h\Zlv i
^jm]m fZdkbfZevgh q_klgh ^h[jhkh_klgh kijZ\
ij_^ijbgbfZxl f_ju d ij_^mij_ ^_gbx \uy\le_gbx b
dhgnebdIZ bgl_j_kh\

10) ebqguibf_j± dZ`^uc ba gZk _`^g_\gh \ k\hbc
ih_^_gbb b ijb ijbgylbb j_r_gbc\gkjhkg\kx\mjdgpbi
mklhcb\h jZa\blbye`ghklgebpZ b jZ[hlgbdb aZgb
mijZ\^e_gq_kdb_ ihabpbb k\hbf ebqguf ijb_f_jhf ^he
\g_^j_gbx ijbgmklhcb\h jZa\blby
5 < Nhg^h]Zgbazp`he`gZ [ulv \ukljh_gZ klgby_fZ r
h[eZklrbklhcb\h jZa\blby dhjhjZy \dexqZ_l gh g_
ke_^mxsbfb we_f_gIzfb
ijb_j`_gghklv ijbgmklhcb\h jZa\blby gZ mjh\g_
^bj_dlhjhkihegbgheh hjjZgZ b jZ[hlgbdh\
ZgZeba \gmlj_gg_c b \g_rg_tj_kbkmlhcb\h ykxsb
wdhghfbdz wdheh]by khpbZevgu_ \hijhku
hij_^_e_gb_ jbkdh\mklhcb\h jZa\blby \ khpbZ
wdhghfbq_kdhc b wdheh]bq_kdhc kn_jZo
ihkljh_gb_aZgglu_j_g\hZg\hjhg
hij_^_e_gb_ p_e_c b DI>mklhcb\h jZa\blby
jZajZ[hldZ ieZgZ f_jhijbylbc b hij_^_e_gb_ hl_lkl_g
bgl_]jZgmklhcb\h jZa\blby \ dexq_u_ ijhp_kk
mijZ\^e_gb_ jbkdzfb ieZgbjh\Zgb_ mijZ\^e_gb_ q_e
bg_klbpbb hlq_lghklv hi_yjZevggyZy b^ ^jm]b_ Z
kljZl_]bx jZa\blby b ijhp_kku ijbgylby j_r_gbc
ih\ur_gb_ d\ZebnbdZpbb ^he`ghklguo ebp b j
mklhcb\h jZa\blby
j_]meyjguc fhgblhjb] b hp_gdZ f_jmklhcb\h \ h
jZa\blby hp_lgdZgbykp_e_c b DI> ijbgylb_ dhjj_dlb
\g_^j_gb_ dmevlmju ihklhygguo memqr_gbc
Kh_l ^bj_dlhjhkihegb_l_evgjZg Nhg^h]Zgbazp
^he`gu h[_ki_qblv nhjfbjh\Zgb_ gZ^e_`Zs_mklhcb\h u \
jZa\blby b __ \g_^j_gb_
<k_ jZ[hlgbdb b ^he`ghklgu_ ebpZ gZ \k_o mjh\g
mklhcb\h jZa\blby
Ohe^bg]h\u_ dhfiZgbb hl_qZxl aZ \gn^kljhcb\h ijb
jZa\blby \h \k_c]jmii_
Nhg^hfh]Zgbazp jZajZ[Zlu\Zxlky ieZgu f_jhijbylbc
mklhcb\h jZa\blby ihkj_^kl\hf
lsZl_evgh]h]em[hdh]h b ijh^mfZggbl]mZggbze bha
lj_f hkgh\guf knw_dZghfbq_kwdbeh]bqb_kdpbZevgjhc
ijh_^_gbb ^Zggh]h ZgZebaZ \Z`guf y\ey_lky ^hklh\
b dZq_kl\h bgnhjZpbb
hj_^_e_gby jbkdh\ \ mklhcb\h jZa\blby jbkdb
jZkij_^_eylky \ khhl_lkl\bb k lj_fmkgZcjhZag\by bly
fh]ml lZd`_ \ebylv gZ kf_`gu_ gZijZ\^e_gby b aZo\Zlu

hij_^_e_gby jbkdh\ ijh\h^blky ZgZebaZdZd \g_mrlg_b
nZdlhj\ \ha^_ckl\byhgZgZpb
hij_^_e_gby p_e_c Z lZd`_ ih \hafh`ghklb p
f_jhijbylbc ih memqr_gbx b kh_jr_gkl\h\ZgZpb aZyl_e
ih lj_f khklZ\eyxsbf hl_lkl_gguo ebp g_h[oh^bfuc
bkiheg_gby

j_]meyjgh]h fhgblhjb]Z b hp_gdb j_ZebaZpb
^hklb`_gby p_e_\uo ihdZaZl_e_c

6) kbkl_fZl babjh\Zg ghg h gkljm d\hb \gahZ bfh^_cyklk b
aZbgjl_kh gZg b klhjh gZfb ihle[mZl gghc yk\yab
j_ZebaZpb fbjh\Zg gh]h ieZgZ

8) ihklhy g gfh]ghblhjZg]j_]m eychg q_lg b kl
ZgZebaZpb ahp_bgjd_amevlZl b\ghklb ieZgZ b lth]h\^_b_g
ijbgyl dhjj_dlbjmxsbo b memqrZxsbo f_j

lj b jZa]hZd_ ieZgZ f_jhijbylbc mklm [caZk]Za\blby
j_dhf_g^m_lky mqblu\Zlv f_`^mgZjh^gu_ ^_deZjZ
Jmdh\h^ysih b gpb iu Hj]Zg bwaZpghf b q_kch]m^g b q_kl\Z
jZa\blby ey fgh]hgZpbhgZevguo ij_^ijbylbc 2(&'

Multinational Enterprises), UN Guiding Principles on Business and Human Rights,
Jmdh\h^kl\Z ih khpbZevghc hl_lkl_gghklb f_`^mgZ
26000 (ISO 26000 Guidance on Social Responsibility) FC Sustainability
Framework >_deZjZpiby hdjm`Zxs_c bj_↑Za\blbi]bgylZy
Dhgn_j_gpb_c Hj]Zg hbaZpgh b gguo GZpbhe @Zg_cj4
bxgy ,]h^zh[Zevguc ^h]h\hj Hj]Zg b^abZpbgguo GZp
(UN Global Compact Principles) ^jm]b_

Mklhc qbjZa\blb_ ^he`gh [ulv bgl_]jbjh\Zgh \

- 1) kbklmf mijZ\e_gby
- 2) kljZl_]bx jZa\blby
- 3) dexq_\u_ ijhp_kku \dexqZy mijZ\e_gb_ jbkd
^he]hkjhqguc kljZl_]by kj_e_glgkj bcaZgijZa\blby b
djZldhkjhqg h^h\hc [x^`_l i_jbh^u hlq_lghklv mijZ
mijZ\e_g h\qq_kdbfb j_kmj kZfb bg_klbpbh hi_jZpb
b ^jm]b_ Z lZd`_ \ i ghy b y kju rijg bc gZ \k_goZ qmbjgZgyb
hj]Zgh\ h[s__ kh[jZgb_ Z d p g k b_jhgZdqbhg_kh_l
^bj_dlhj bkihegbl_evguc b aZ_jrZy zy[ah]gubZfb

< kbkl_f_ mijZ\e_gby mklm [caZk]Za\blby ^he`gu [u
q_ldh hij_^_e_gu b aZdj_ie_gu jheb dhfi_l_gpbh h
hj]ZgZ b \k_o jZ[hlgbdh\ aZ j_ZebaZpbx ijbgbp
khh\l_lkl\mxsbo iheblbd b ieZgZ h c l q h j Z z k b b y

Kh_l ^bj_dlhjh\ hkms_kl\ey_l kljZl_]bbq dlhgh jh em
aZ \g_^j_gmbk_lfh ch]h jZa\blby bkihegbl_evguc hj]Zg nhj

khhI_lkl\mxsbc ieZg f_jhijbylbc b \ghkbl _h\glZ j
^bj_dlhjh\

< p_eyo lsgZhc evh^]hlh\db \hrijklhchq]hjZa\blby
j_dhf_g^m_lky kDla^Zg hZeb ^_e_]bjh\Zgb_ \ djm] dh
h^gh]h ba ^_ckl\mxsbo dhfkH_lh^bjj]dlhjh\ Nhg^Z
hj]ZgblaZp\hijhkhklhchq]hjZa\blby GZijbf_j lZdh\uf fh
Dhfbliih hojZg_ a^hjh\vy hdjm`Zxs_c kj_^u b l_ogbd_
Dhfbli_l ih ZnK^hblmZbj_dlhjh\ hkms_kl\ey_l dhg
jbkdZfb \ h[eZkklhchq]hjZa\blby dZq_kl\hf g_nbg
bgnhjZpbb b hlq_lghklb

Bkihegbl_evduc hj]Zg hkms_kl\eyj_lZgZaZepbZsr
\g_^j_gb_ ijbgpbiH\ iheblbd klZg^ZjH\ b ieZgZ f_
hj]ZgblaZp < wlbo p_eyo ke_^m_l hij_^Zeb_lgb_dZp]hlg
mijZ\e_gq_kdhc ^he`ghklb dhIhjuc [m^_l hl_qZ
dhhj^bgZpbx b j_ZebaZpbx h[eZkklhchq]hjZa\blby

<k_ jZ[hlgbdb dZ`^uc gZ k\h_f mjh\g_ \g_
f_jhijbylby \ h[eZkklhchq]hjZa\blby iml_f ebqgh]h ih\
kh[ex^_gby khhI_lkl\mxsbo iheblbd b klZg^ZjH\

< Nhg^hj]ZgblaZp^he`gu [ulv \gi^pbgZevkgu_ ijh]jZf
h[mq_gby b ih\ur_gby d\ZebnbdZpmbklhchq]hjZa\blby
H[mq_gb_ ^he`gh klZlv ihklhygguf we_fmklhchq]hj \g
jZa\blby >he`ghklguf ebZ]Zg hlgZk_e`kmh_kh[kl\hdZlv
\h\le_q_gghklb khIjgZg bdkgh_ ihgbfZgby b ijb_j
ijbgpbiZrklhchq]hjZa\blby b baf_g_gby dmevlmju b i
_^_gbb ^_yl_evghklb b \uiheg_gby h[yaZgghkl_c

<u]h^u hl \g_^j_gby njkghpbi]hjZa\blby \dexqZxl
1) ijb\le_q_gb_ bg_k\lbpbi]h\hgZdlbd_ ijb hij_^e_
bg_klbpbhgghc ijb\le_dZl_evghklb bg_klhjZfb mqblu
h[eZkklhchq]hjZa\blby

2) ih\ur_gb_ mijZ\le_gq_kdhc wnn_dlb\ghklb
jbkdh\agl_]jZpby wdheh]bq_kdbo b khpbZevguo]Zki_d
mijZ\le_gq_kdbo j_r_gbqZkrah]b]h]bahglu ieZgbjh\Zg
mqblu\Zlv [he__ jZaghklhjhggbc ki_dlj jbkdh\ b \ha
ij_^ihkuedbm^kelychq]hjZa\blby [bag_kZ

3) ih\ur_gb_ wnn_dlb\ghklb]bgb_ \ukhdhijhba\h^bl_
j_kmjkhwnn_dlb\guo l_ogheh]bc iha\hey_l kha^Z
ijh^mdlu b mkem]b m_ebqb\Zy ijb wlhf k\hx dhg
wnn_dlb\ghklv

4) mdj_ie_gb_ j_inmlZpmb_gb_ dhjihjZlb\gh]h bfb^\
gZb[he__ hq_\b^guf j_amevlZllbf \^_hy[eZkklhchq]hj
jZa\blby qlh ih\urZ_l p_gghklv [j_g^Z b nhjfbjm_l dj
hdZau\Z_l iheh`bl_evgh_ \ebygb_ gZ dZq_kl\h \aZb
iZjlg_jZfb

5) ih\ur_gb_ ehyevghklb kh klhjhg \gmlj_gg
 aZbgl_j_glu\Zghjhgh kha^Zgb_ ijb\le_dZl_evguo mke
 \hafh`ghkl_c ^ey ijhn_kkbhgZevgh]h b dZjv_jgh]
 ijb\le_dZlv b m^_j`b\Zlv i_jki_dlb\guo d\Zebnbpbjh\
 ihkljh_gb_ wnn_dlb\gh]h ^abZbgh]Z_glu\Zg klhjhgZfb
 kihkh[kl\m\mhjfbjh\Zgbx ihablb\ghc kj_^u \hdjm] ^_yl_
 hj]Zgb\Zpqlh kihkh[kl\m_l ih\ur_gbx wnn_dlb\ghklb
 ihgbfZgby b ih^^_j`db kh klhjhg deb_glh\ Zdpb
]hkm^Zjkl_gguo hj]Zgh\ f_klgh]h gZko_ej]ZgybaZ[psb_kl

6 Nhg^ dhfiZgb _`_]h^gh im[ebdmxl hlq_lghklv
 mklhchqph jZa\blby \ p_eyo h[_ki_q_gby ykghklb b
 ^_yl_evghklbaZbgy_j_glu\Zgklhjkgmq_lhf h[_ki_q_gby
 bgnhjZpbb khklZ\eyxs_c kemq_kgdmx khf_gmx hojZg
 aZdhghf .IZcgmlghklv \ h[rekZklhdq]hjZa\blby ml_j`^Z_
 Kh_lf ^bj_dlhjh\
 Nhg^ bhj]Zgb\Zp[_ki_qb\Zxl ykghklv b ijhajZqg
 ^_yl_evghklbaZbgy_j_glu\Zgklhjhg

F_lh^Zfb jZkdjulby bgaZjfg]p_kbgZg klhjhgZf fh]m
 [ulv klj_qbaZbgl_j_glu\ZgklhjhgZfb bkihevah\Zgk_kh]hjc^
 bgnhjZpbbm[ebdZpbb bgl_j\vx-j_kmgjk_jg_i]^_hklZ\le_
 h[jZlghc k\yab ihkj_^kl\hf kj_^kl\ dhffmgbdZpbb
 dhfbl_lu b kh\^lhuklZ]\e_gb_hl_lh\ gZ aZijhku b ^jm]b

Nhg^ dhfiZgb bhj]Zgb\ZpZdpbb dhlhjuo dhlbjmxlky g
 [bj`_ _`_]h^gh jZajZ[Zlu\Zxl b im[ebd[mxklhdq]b\gh
 jZa\blbb k mq_lhf h[_ki_q_gby aZsblu bgnhjZp
 kem`_[gmx dhf_dmj] b bgmx hojZgy_fmx aZdhghf IZcg

Hlq_lghkl[mklhchq]jZa\blbbwlh im[ebqgZy ij_a_g
 j_amevlZlh\ ^_yl_evghklb \ h[eZklb mijZ\le_gby wdhg
 b wdheh]bq_Zklb_fdlZfb ^_yl_evghklb Z IZd`_ \ebyg
 aZbgl_jZ_glu\ klhjhg

BgnhjZpbymikl hchq]h jZa\blbx fh`_l [ulv ij_^klZ\le_
 nhjf_ hl^_evgh]h hlq_IZ beb \oh^blv \ khklZ\ bgl
 >himkdZ_lky ih^]hbm\Zhg]ufb dhfiZgbyfb _^bg
 dhgkheb^bjh\Zggh]hh]j]Zgb\Zp_eyoh^ysbo]]miim

< kemqZ_ ih^]hlh\db bgmkjlfZpbb]Za\blbx \ nhjf_
 Bgl_]jbjh\Zggh]h hlq_IZ hg ^he`_g hljZ`Zlv

1) kms_kl_ggu_ nbgZhgklh]h q_kdb_ b ijhba\h^
 j_amevlZlu ih fhk\gh^Zfu ^_yl_evghklb Zw dIzg]hfb\ok dh
 wdh]h]h_q_kdh_ b khpbZevgh_ \ebygb_

2) ih^oh^u d mijZ\le_gbx khpbZevghc wdhghfbq_l
 kn_Zfb^_yl_evghklb

3) kljZI_]bx b ieZgu -gZkj_d^hhe]hkjhqgm x i_jki_d

ljb ih^]h|h\d_ hlq_l Zk|h|c|q|b|jZa\b|b|x ke_^m
jmdh\h^kZ\kky h[s_ijbgylufb f_`^mgZjh^gufb k
F_`^mgZjh^guc klZg^Zjl bgl_]bjbh\Zgghc|n|d|q|\hg^k|k|V|b
hlq_lghklb \ h|k|Z|k|c|q|b|jZa\b|b|y * OREDO 5HSRUWLQJ
KlZg^Zjl_jbb :: Instituteof SocialandEthicalAccountability.

Hlq_ilh mklhclq|b|jZa\b|b|x ml_j`^kZ_|k|y^fbj_d|h|h\ b
^h\h^b|ky ^h ka_Z^b_gg|y_gh|vZ_g|h|h|g ihkj_^k|h|f jZaf_s
dhjihjZ|b\ghf bgjl_k|g|k_ b beb ij_^hk|Z\^gby gZ [mfZ
< p_eyo ^h_^_gby m|h|c|q|b|jZa\b|b|y ^h k_^_
aZbgl_j_gh|vZ_g|h|h|g j_dhf_g^m_lky q|h|k|u|m|j|k|b|g|h|g|g^Z|
hj]Zgblazp kh^_j`Ze hl^_evguc jZa^_e ihk\ys_gguc
^_yl_evghklb

7. Nhg^hj]Zgblazp^he`gu klj_fblvky ihhsjylv b kihl
ijbf_g_gbj|gpbim\klhclq|b|jZa\b|b|y|g_jZfb

Nhg^m h|j]Zgblazfp ke_^m_l ijbgbfZlv f_ju ih ijb
kh[ex^_gbx ijbgbpb|k|h|c|q|b|jZa\b|b|y \h \aZbfhh|ghr_g
iZjlg_jZfb

Nhg^m h|j]Zgblazfp ke_^m_l h[km`^Zlv \dexq_gb_
ijbgpbih\ bg^kZ|Z|m\klhclq|b|jZa\b|b|y \ khh|_|k|\m|xs|b_ d
kh]eZr_gby ^h|j|h|Z|j|h|g|u|j|Z|f|b_ dhf_g^m_lky ijbZg|b|g^Z|Z|f|b
dhfie_dkgu_ f_ju ih \g_^j_gbx ijbgbpbih|k|h|c|q|b|jZg^Z
jZa\b|b|y

?keb Nhg^h|j]Zgblazp\uy\ey_l jbkd kky|h|Z|g|u|Z|g|b_
iZjlg_jZg|b]Z|b\gh|h \ha^_ckl\by gZ wdghghfbdm wdhe
Nhg^hj]Zgblazp^he`gu ijbgbfZlv f_ju gZijZ\^ggu_ g
beb ij_^mij_`^_gb_ |Zdh|h \ha^_ckl\by

< kemqZ_ g_ijbgylby beb g_gZ^e`ZZs|l|g|h|j|h|f|u|h
ijbgpbih\ b klZg^Zjl|h|c|q|b|jZa\b|b|y ke_^m_l ijbgbfZlv \h
gZkdhevhd \Z`guf y\ey_l|Z|j|g^Z|g|u|Nhg^Z|j]Zgblazpb
kms_kl\m|x|l eb f_ju \ha^_ckl\by gZ g_]h b \hafh`ghklv

$$= eZVZ|jZ\Z Zdpbhg_m|q|Zklgbd|h|k|jZ^e|b|h_ hlghr_gb
dZdpbhg_j|Z|q|ZklgbdZf$$

1. Kh[ex^_gb_ ZjZp|bhg_(j|h|q|Zklgbd|y\|ey_lky dexq_\`
mkeh\b_f ^ey ijb\^e_q_gby bg_kh|j]Zgblazp|j|h|Zgblazp
^he`gZ h[_ki_qblv j_Ze|Z|a|Z|p|b|g_(j|h|Z|Z|k|l|g|b|d|h|b gZebqbb
hj]ZgZ|a|b g_kdh|Z|v|p|b|g_(j|h|q|Zklgbd|h^he`gh [ulv h[_ki_
kijZ_^eb|h_ hlghr_gb_ d dZ`^hfm ba gbo

2. IjZ\Z h[yaZgghklb b dhfi_l_gpbb Zdpbhg_
hij_^_eyx|ky kh]eZ|k|g|m|xs_fm aZdhgh^Z|q|j|e^k|l\|ra|vgu
^hdmf_g|Z|f b aZk|y_`|ey|bo IjZ\Z Zdpbhg_jh\ mqZklg|b

gh g_ h]jZgbqk\Zx\kyfu gghemq_fgbgnhjZpbb ^hkIZIh
 ^ey_ ijbgylyby j_r_gby \ ihjy^d_ mklZgh\e_gghf
 J_kim[ebdb DZaZokIZg MklZ\hf Z IZd`_ ^jm]bfb \gmlj]Zggbbafp
 h[eZklb jZkdjulby bgnhjZpbb h[s_f kh[jZgbb Zdpb
 mqZklgbdh\ b]h[eimk\hZjgk_Zf k\h_c dhfi_mq_g_pbb
 hij_^_e_gbb dhebq_kl_ggh]h khklZ\ZkhkjZdZ_dhlejghf
 gZ[ex^ZI_evgh]h kh_IZ b bkijZegZbl_ea_gjZ]ghb_]h q
 ij_djZs_gbb bo iheghfhqbc Z IZd`_ hij_^_e_gbb jZaf
 \hagZ]jZ`^_igbmq_fg^bb\b^_g^h\ \ jZaf_jZo b kjhdb h
 j_r_gb_f h[s_]h kh[jZgby Zdpbhg_jghZ hrgZ_klgydkgh
 ijhajZqghc^bg^ghc iheblbdb

: dpbhg_mjqZklgbd eg bf_lv \hafh`ghklv ihemqblv bg
 h[hj]ZgbafZg_h[oh^bf^ex ijbgylyby khhl_lkl\mxs_]h j
 mq_lhf lj_[h\Zgbc dhgnb^_gpbZevghklb b jZkdj
 hj]ZgbafZp

JZkdjulb_ bgnhjZpbb evghk\by]ZgbafZp ^he`gh
 kh^_ckl\h\Zlv ijbgylybx h[hkgh\Zggh]h j_r_gby h[n
 dZiblZaj]ZgbafZpkh klhjhgu bg_klhjh\ beb h \uoh^
 Zdpbhg(_mhqZklg)bdhj]ZgbafZp

Hj]ZgbafZp h\h^bl ^h k_^_g bZd pklm q d j m q Z k l h g b d
 bgnhjZpbb h k\h_c ^_yl_evghklb aZljZf\Zoxsgn_xhV
 (mqZklgbdh\ihjy^d_ ij_^mkfhlj_gghf aZdhgh^ZI_evk
 DZaZokIZg MklZ\hf Z IZd`_ ^jm]bfb \gmlj]Zggbbafp^h
 lhjy^hd b dZgZeu jZkdjulbyZ d p g n h j j Z (Z p o Z k l g) b d Z e`gu
 [ulv hij_^_e_gu \ bgnhjZpbbhgghc iheblbd_ beb
 j_]eZf_glbjmxshifjhku jZkdjulby bgnhjZpbbZgbafZp
 Hj]ZgbafZpZdpbb dhlhjuo dhbjmxlky gZ nhg^h\hc [bj
 jZkdju\Zxl bgnhjZpbb \ b h k b k l k g \ b \ i j Z a b e Z f b

l_j_q_gv bgnhjZpbbju\Z_fZcpbhg_j(ZfqZklg)bdZf
 ijb_^_g \ klZlv_ J_AkZdhfgeZdb DZaZokIZg pbbhg_jg
 h[s_kl\Zo^ aZdhgZo J_kim[ebdb DZaZokIZg ©H ohay
 ©H lh\Zjbs_kl\Zo k h]jZgbafZpghgbl_evghc hl_qkl\
 mqj_^bl_evguo ^hdmf_gIZo b \gmlj_ggbo ^hdmf_gIZ
 jZa^_e_ ©IjhajZqghklv^ gZklhys_]h Dh^_dkZ

: dpbhg_j(mqZklgbd b bg_klhju ihemqZxl bgnhj
 ^_yl_evghmjk]ZgbafZpikhj_^kl\hf

1)]h^h\h]hlq_IZ \dexqZxs_]h h\q_hf k b k e j Z d l h j h \
 b Zm^bjh\Zggmx]h^h\mx nbgZgkh\mx hlq_lghklv ghj
 qZklb Zm^bjh\Zgghc hlq_lghklb ijbf_gyxlky _keb ijh
 nbgZgkh\hc hlq_lghklb ij_^mkfhlj_gghf aZdhgh^Zd
 DZaZokIZg b beb \gmlj_ggbb]ZgbafZp gIZfb

2) bgl_jg_lkmZkjZgbazpkh^_j`Zs_]h jZad^pbeh g_ejh\
(mqZklgbdh\ bg_klhjh\ hijZ`Zxsbc ZdlmZevgmx
^_yl_evghijkZogbazaZp

3) \hafh`ghklb ihemq_gfZypbbgnh ^hdmf_glh\
gZijZ\e_gb_ aZijhkhjZgbazp\ ihjy^d_ mkIZgh\e
aZdhgh^ZI_evkl\hf J_kim[ebdb DZaZokIZg mqj_^bl
^hdmf_glhZfjZgbazaZp

4) ij_kk_ebah\ b bguo bgnhjfZpbhgguo
jZkijhkljZgyhfjZogbaza_c

5) [jbnbg]h\ ijh\h^hfZogbazaZp

6) bguo kihkh\hkhhl_lkl\bb k \gmlj_ggbfb ^h
hjZgbazaZp

Ih lj_[h\ZgZdpbhg(jmqZklgbdhZ)ZgbazaZp ij_^hklZ\ey
dhibb ^hdmf_glh\ ij_^mkfhlij_gguo aZdhgh^ZI_evkl\h
k mq_lhf h]jZgbq_gbc ih jZkdjulbx kem`_[ghc dhf
hojZgy_fhc aZdhghf lZcgu bgnhjfZpbb hij_^vay_fu
J_kim[ebdb DZaZokIZg_ggbo ^hdmfj]ZgbazaZp leZIZ
\abfZ_fhZjZgbazaZp aZ ij_^hklZ\e_gb_ gdlh\bcm^khZgnZ\eb\Z
hjZgbazaZpbg_fh`_lij_\urZlv jZkbfh^h\bgZ bo ba]hlh\e
ijb_g_h[oh^bfhklb ZdpbhZgdmjmqZklgbdm

:dpbhg_jmqZklgbdh\ _l ijZ\h h[jZsZhY]kZygbazaZpk
ibkvf_ggufb aZijhkZfb h __ ^_yl\evghklbjb\ZhgmgZh\
_l_q_gb_ ljbZpZlv^Zjguo ^g_c k ^Zlu ihklmie_
hjZgbazaZp[h bghc kjhd ij_^mklhZf_ggumlj_ggbfb
^hdmf_glhZfjZgbazaZp

Ih lj_[h\ZgZdpbhg(jmqZklgbdhZ)ZgbazaZp[h[yaZgZ
ij_^hklZ\blv dhibb ^hdmfjy^gdh\ ij_^mkfhlij_gghf klZlv_
J_kim[ebdb DZaZokIZg ©H[Zdpbhg_jguo h[s_kl\Zo^

:dpbhg_jmqZklgbdhZebamxl k\hbmiqZkZbix\ mijZ\e_
hjZgbazaZp ihkj_^kl\hf mqZklby gZ h[sZdpbhgh]hZgb
(mqZklgbdh[sb_ kh[jZgpbbyhg(jmqZklgbdh^jZa^_eyxiky
]h^h\u_ b \g_hq_j^gu_

< hjZgbazaZp k ^bgkl\Zggbhg(jmqZklgbdh[s_
kh[jZgZdpbhg(jmqZklgbdh\ ijh\h^blky_gby ih \hijkZ
hlg_k_gguf aZdhghhfZU_ekim[ebdb DZaZokIZgZgbazaZp
d dhfi_l_gpbb h[s_]h kh[jZgby Zdpbhg_jh\ ijbgbfZxl
^bghebqgh b ih^e`_ZI hnhjfe_gbx.\ ibkvf_gghf \b^_

?^bgkl_gZdpbhg_jmqZklgbdh\ _l ijh\h^bZk^Zgby
Kh_lhfbj_dlhjb\bkieghl_evghjZghgZ[ex^ZI_ekghf
bbe\bkieghl_evghjZgh ^Ze±aZkemZgb_ Kh_lZ ^bj^edlhjh
ih^_^_gby blh]h\ ^_yl_evghklb]h^Z b ijbgylby j_r_g
dhfi_l_gpbb ?^bgkl_ggumqZkpbhg_dj_ fh`_lh^jhlw \
l_q_gb_]h^Z j_]meyjgu_ij\^k^ZqbeKfh_lZbj_dlhjh\
^hdmf_glhZfjZgbazaZp

(gZ[ex^ZI_evgh)\h\Zbebbkihegbl_evgh]ZhgZ ^ey h[km`^
\hijhkh\ ^_yl_evgZgblZp jZfdZo k\h_c dhfi_l_gpbb
lhjy^hd ijh\ ^_gby h[s_]h Z d p bjZg b j m q Zg b d h \
hij_^_ey_lky \ khhl_lkl\bb Jk ki AnZ eb g b f D Z a Z h [k l Z
Zdpbhg_jguo h[s_kl\Zoj^k AnZ [dehgchf D Z a Z olkl\Zgbs_kl\Zc
h]jZgbq_gghc b ^hihegbl_evghc hIM_klZf_gg h k g u x f b
\gmlj_ggbfb ^hdmfh_gj]ZgblZp j_]me b j f b x s \gmlj_ggxx
^_yl_evg h k j] Z g b l Z p e b [h j_r_gb_f h[s_]h Z d p b h [g Z g b h \
(mqZklg)bdhZIZ b \j_fy ijh\ ^_gby h[s_]h Z d p b h [g Z g b h \
(mqZklg)bdhZIZgZ\eb\Zxlky lZdbf h[jZahf qlh[u \ kh[jZ
mqZklb_gZb[hevr__ dh b b q x s k d b h i e z b p \ g_f m q z k h h \ Z
\k_ebpZ \ hlghr_gbb \hijhkh\ lj_[mxsbo_^bgh].eZkgf
ljhp_kk jZkkfhlj_gby b ijbgylby baf_g_gbc \
mijZ\e_g h j] Z g b l Z p g Z h [s_f kh[jZg Z d p b h g (j m q Z k l g) b d h \
h[_ki_qb\Z_lkyZ\je^gb_f fZI_jbZeh\ ih h[hkgh\Zgbx lZ
>he`_g [ulv mklZgh\e_g fZdkbfZevgh ijhklhc b g_h[j
ihemq_gby beb hagZdhfe_gby k wlbfb fZI_jbZeZfb
BgnhjZpby b fZI_jbZeu ij_ZhdplZhg y (j m q Z k l g) b d Z f
^h ijh\ ^_gby h k [b] j Z g b p b h g (j m q Z k l g) b d Z k e m z g b k h _lZ
^bj_dlhjh\ Z lZd`_ ihjy^hd __ ij_^hklZ\e_gby
fZdkbfZevgh ihegh_ ij_^klZ\e_gb_ h kmlb h k k m `
bkq_jiu\Zxsbf i_jl h q g g f k n h j f m e b j h \ h z j g k u d \ u g h k b f u o
h[k`m_gb_ jbkdZo khijy`_gguo k ijbgylb_f g_ijb
ihemq_gb_ hl_lh\ gZ bgl_j_kmxsb_ \hijhku b \ha
h[hkgh\Zgguo j_r_gbc ih \hijhkZf ih_kldb ^gy
< kemqZ_ \dexq_gby \ ih[s_k] h m [j Z g b y Z d p b h g _j h \
(mqZklg)bdh]hkhZ[ba[jZg b b g k h _lZbj_dlhj]hZ[ex^ZI_evgh]
kh_lZhe`gZ [ulv ij_^klZ\e_gZ ihegZy bgnhjZpby h d
^he`ghklb \ khhl_lkl\bb k l a Z [d h Z g b Z f b e m k l Z \ Z b
\gmlj_ggbo ^hdmf]ZgblZp h i j h k u i h _ k l d b ^ g y [u l v e ` g
fZdkbfZevgh q_ldbfb b bkdexqZlv \hafh`ghklv jZaebq
ih_kldb ^gy bkdexqZxlky \hijhku k nhjfmebjh\dhc
©^jm]b_a b lhi[s_GZ h [j Z g b d p b h g (j m q Z k l g) b d h] Z g b l Z p
^he`gZ_^eh`blv hl^_evgh_ j_Z`g b f m i h l d _ e v g h f m \ h i
ljZ\Z Zdpbhg_jh\ \ mklZgh\e_gghf ihjy^d_ \ i h k k l d m i j
^gyh[s_] h k h [j Z g b y d p b h g (j m q Z k l g) b d h \ l Z d ` _ l j _ [h \ l Z h k h
\g_hq_j_^g[hs]h] h k h [j Z g b y d p b h g (j m q Z k l g) b d h e ` g u [u l v e _] c
j_Zebam_bfuboj q_ldhf h[h.kgh\Zgbb
< i_jbh^ ih^]hlh\db d h[s_fm Z d p bjZg b j h \
(mqZklg)bdZk em Z g b k h _lZbj_dlhj]h]ZgblZpke_^m_l kha
g_h[oh^bfu_ hj]ZgbaZpbhggu_ b l_ogbq_kdb_ mke
\hafh`ghZldp bhg (j m q Z k l g b d Z h ^ Z \ h i j h k u i h i h _ k l d _ ^
fZI_jbZeZf hj]ZgblZp ^he`gu [ulv aZdj_ie_gu ihc

^he`ghklguod b p i h j Z I b \ g h] d j _ I Z j y b e b e b p Z h k m s _ k l \
 n m g d p b b b j Z [h l j g Z g b b a Z p i h \ a Z b f h ^ _ c k Z d p x b h g _ j Z f b
 (m q Z k l g b d Z f b b g \ _ k l h Z Z f Z d ` _ i h j y ^ h d i j _ ^ h k l Z \ e _ g b y h l
 a Z i j h k u

D h j i h j Z I b \ g u c k _ d j _ I Z j v b e b e b p h h k m s _ k l \ e y
 h k m s _ k l \ e y _ l f h g b l h j b g] i h k l m i Z x Z d p b l h g j (h j k d Z k h g) b d h \
 b i j _ ^ h k l Z \ e y _ l h l \ _ l u \ q Z k l b i j h p _ ^ m j u i j h \ _ y _ g b
 Z d p b h g (j m q Z k l g b d h Z a t y k g y _ l i h e h ` _ g b y a Z d h g h ^ Z I _ e v
 D Z a Z o k l Z g b ^ h d j i j Z g b b a Z p q Z k l j y ^ d Z q Z k l b y b] h e h k h \ Z
 h [s _ f k h [j Z Z d p b h g (j m q Z k l g b d Z \ I Z d ` _ i h ^ j m] b f \ h i j h k
 l Z d h _ h i j _ ^ _ e _ g h \ h ^ l g o m j i f _ g g j Z g b b a Z p

< h j] Z g b b a Z p Z d p b b d h l h j u o d h l b j m x l k y g Z n h
 j _ d h f _ g ^ m _ l k y k h a ^ Z l v k i _ p b Z e v g u _ h l ^ e u i h j Z [h
 i h ^ ^ _ j ` Z g b y k \ y a b k b g \ _ k l h j Z f b h [_ k i _ q _ g b y
 d Z q _ k l \ _ g g h] h i j _ ^ h k l Z \ e _ g b i j h k Z d p b h g Z j h \

K i h k h [u b g n h j f b j h \ Z g b y h k h a u \ _ h Z s d p] b h g k _ h j h j
 (m q Z k l g b d h e ` g u h [_ k i _ q b l v k \ h _ \ j _ f _ g g h _ Z d i p b h g _ g h \
 (m q Z k l g b d h k h h l \ _ l k l \ b b k a Z d h g h ^ Z I _ e v k l \ h f J _ k i m [e
 g _ h [o h ^ b f h k l b ^ m [e b k Z f h k l y i h \ Z s _ g b _ I Z d b b k i h e v a n
 k i h k h [u h i h \ _ s _ g b y \ l h f q b k e _ d g j i j g Z l l k \ m j k c
 h j] Z g b b a Z p < p _ e y o h ^ g h \ j _ f _ g g h] h i j _ ^ k l Z \ e _ g b y
 Z d p b h g (j m q Z k l g b d h Z ^ _ y l _ e v h j h Z g b b a Z p ^ e y h [_ k i _ q _ g b y j
 d g b f h f g g b Z d p b h g (j m q Z k l g b d h j _ ^ _ e y x l k j _ ^ k l \ h f Z k
 b g n h j f Z p b b

B g n h j f Z p b h g g u _ f Z I _ j b Z e u j Z k i j h k l j Z g y _ f u _ i j b i
 k h [j Z g b Z d p b h g (j m q Z k l g b d h ^ h e ` g u [u l v k b k l _ f Z I b a b j h \
 h l g h r _ g b x d i h \ _ k l d _ ^ g y

L j _ [h \ Z g b y i h j Z k d j u h j f Z p b b n g _ ^ h e ` g u \ h a e Z]
 h j] Z g b b a Z p a e b r g _ _ Z ^ f b g b k l j Z I b \ g h _ [j _ f y b e b g _ h i j Z \

K h h l \ _ l k l \ m x s b _ f Z I _ j b Z e u i h i h [s k] d k h g j Z g b
 Z d p b h g (j m q Z k l g b d h \ m q _ l h f h [_ k i _ q _ g b y a Z s b l u d h g r
 b g n h j f Z p b b j _ d h f _ j g ^ a m _ \$ Z l v g Z b g l k m j k h j] Z g b b a Z p
 m d Z a Z g b _ f d h g l Z d l g h c b g n h j f Z p b b e b p h l \ _ l k l \ _ g g u
 Z d p b h g _ j (Z f b Z k l g b d Z f b b g \ _ k l h j Z f b l _ e _ n h g Z ^ j _ k
 i h q l u

l j h p _ k k] h e h k h \ Z g b y g Z h [s Z d p k h g j Z m q Z k l g) b d h \
 ^ h e ` _ g [u l v f Z d k b f Z e v g h i j h k l u f Z d p b h g g r j Z ^ k e g b k d Z
 b k i h e v a h \ Z g b _ f \ k _ o \ h a f h ` g u o k i h k h [h \] h e h k h \ Z g b y
 M k l Z h Z] Z g b b a Z p

l h j y ^ h d i j h \ _ ^ _ g b y h [s _] h Z d p b j Z g b y (j m q Z k l g) b d h \
 h [_ k i _ q b \ Z _ I Z d p b f h g (j m q Z k l g b d h j Z \ g m x \ h a f h ` g h k l v j _ Z e
 i j Z \ g Z m q Z k l b _ \ h [s _ f Z d k b h Z g (j m q Z k l g b d h d p b h g _ j
 (m q Z k l g b d ` _ l] h e h k h \ Z l v g Z h [s Z f d k b h j Z (j m q Z k l g) b d h \

ijh\h^bfhf \ hqghf ihjy^d_ ebqgh beeb [_a ebqgh
^h_j_gghklb Zggbc ebqghpbhg_jhrmqZklgbdh\h_fm
ij_^klZ\bl_ex_lj_[m_lky ^h_j_gghZklm_gZ h[s_f kh[j
Zdpbhg_(jm_qZklg)bdh]hehkh\Zgb_ ih jZkkfZljb\Z_fuf \h
ebpZ bf_xs_]h \ khh\l_kl\bb k aZdhgh^ZI_evkl\bf J
^h]h\hjhf ijZ\h ^_ckl\h\Zlv [_a ^h_j_gghklb hl bf
ij_^klZ\eylv_]h bgl_j_ku

< hj]Zgbazp^he`_g [ulv jZajZ[hIZg j_]eZf_gl jZ
kh[jZgbZdpbhg_(jm_qZklgbdh\ dh]hjhf hij_^_ey_lky
ijh_^_gby h[s_]h kZdpbhg_(jm_qZklgbdh)\^mkfZljb\Zxs
\hafh`ghklv gZ^e`_Zs_]h h[km`^_gby \hijhkh\ ih_kl
j_r_gbc \uklmie_gby ^he`ghklguo ebp b bgu_ \hijhku

AgZqbfhk[s_]kh[jZgbZdpbhg_(jm_qZklg)bdh]Zgbazp
ij_^iheZ]Z[ylaZI_evgh_ m_qZklm_bZ_ ijb]eZr_gby \k_o ^
ebp mqZkl\mxsbo \ mj]Zgbazp

<j_fy j_]bkljZpbb ^he`gh [ulv ^hklZlhqguf ^ey
Zdpbhg_ju bo ij_^klZ\bl_eb fh]eb aZj_]bkljbjh\Zlvk
g_ ijhr^rb_ j_]bkljZpbx Zg_lkym]bluhij_^_e_gbb d\hjm
\ijZ_ijbgbfZlv mqZklb_ \]hehkh\Zgbb

Ijhp^mjZ k[hjZ b ih^kq_lZ]hehkh\ ^he`gZ [ulv f
b ijhajZqghc Zdpbhg_ju ^he`gu [ulv m_j_gu \ bkd
dZdhq_b[h bkdZ`_gby j_amevIZl]h\H]]ZghkhZ^ghe`gZ
h[_ki_q]h[u]hehkZ ih^Z\Zebkv b j_]bkljbjh\Zebkv ^h

Ij_^k^ZI_ev h[s_]h kZdpbhg_(jm_qZklgbdh)he`_g
klj_fblvky d lhfmdp]h[m_qZklgbdh]emqbeb hl_lu gZ \
g_ihkj^kl_ggh _ZgbyaZk kemqZ_ _keb keh`ghk
iha\hey_l hl_lblv gZ gbo g_aZf^ebl_evgh ebph eb
ij_^hklZ\ey_l ibkvf_ggu_ hl_lu gZ aZ^Zggu_ \hijhku
ihke_ aZ_jr_gby h[s_]h kZdpbhg_(jm_qZklgbdh)\

< kqz_ ijbh[j_l_gby Zdpbc ^he`kj]ZgpbZkZp_y
bgklblmpbhgZevgufb bg_klhjZfb \ p_eyo h[_ki_q
mklhcqb\h]k]ZgbazpbgklblmpbhgZevgu_ bg_klhju ^
dZq_kl_ ^h_j_ggh]h ebpZ ^he`gu jZkdju\Zb\lg]h]k ih
mijZ\ey_gby b j_hkZfs_gkl\ey_gby bfb bg_klp_p_bevgghkd b
\dexqZy ^_ckl\mxsb_ ijhp^mju ijbgylby j_r_gbc \ dh

BgklblmpbhgZevgu_ bg_klhju ^_ckl\mxsb_ \ d.
ebpZ ^he`gu khh[sZlv h lhf dgZodbf_r]xjZakhfs_hkl_g
dhgnebdlu bgl_j_kh\ dh]hju_ fh]ml ih\ebylv gZ ijZ
hlghr_gbb hkms_kl\ey_gguo bfb bg_klp_p

Ih^ bgklblmpbhgZevguf bg_klhj]h]b^ibg_bkZ_hlkyeb
ijb\ey_dZxs__ kj^kl\Z k p_evx hkms_kl\ey_lg_b]k]bbg_kk
aZdhgh^ZI_evkl\hf J_kim[ebdb DZadZ]onk]Zug_ nb_gjZg_k]hr
hj]Zgbazpbb Zddmfmebjmxsb_ k\h[h^gu_ kj^kl\Z g

4) h[_ki_q_gb_ nbgZgkbjh\Zgbyhj}Zgblazpg hkebx qZy
nbgZgkbjh\Zgb_ bg_klbpbhgguo ijh_dih\ j_Zebam.
hj}Zgblazp

5) ijhajZqghklv f_oZgbaGZyhjZaf_eZ ^b\b^_g^h\
6) k[ZeZgkbjh\Zgghklv djZldhkjhqguo ihemq_g

^he]hkjhqguo jZjZgblazp bgl_jZkpbhg(mjh\Zklg)bdh\
JZkq_l jZaf_jZ ^b\b^_g^h\ ijhba\h^bikyqb b[kh]m^y

^hoh^Zj}Zgblazp h]Z`_ggh]h \]hZm^hcg\ZgrhgZgkh\hc
hlq_lghklh]Zgblazp khklZ\e_gghc \ khhl_lkl\bb k l

aZdhgh^ZI_evkl\Z J_kim[ebdb DZaZoklZg h [mo]Zel_
hlq_lghklb b f`^mgZjh^guo klZg^Zjh\ nbgZgk mchZ_

\uieZlu ^b\b^_g^h]m^klihf Zdpbyf ih blh]Zf d\ZjZeZ eb[
beb jZkij_^_e_gby g_jZkij_^_e_gghc ijb[ueb ijhreu

hl^_evguo kemqZyo jZaf_j ^b\b^_g^h\ fhh[bf[ulv
kh[jZgb_f Zdpb(hg b]k]lguf Zdpbhg_jhkh[hf ihjy^d_ i]

jZkkfh]gbb \hijhkZ h[ml_j`^_gbb ihjy^dZ jZkij_^_e
khhl_lkl\mxsb_ i_jbh^u

>ey ijbgylby j_r_gby h \uieZI_ ^b\b^_g^h\ K
(gZ[ex^Zlv guc kh_l b biche gb g uecvhj}Zgij_^klZ\ey_l g

jZkkfh]j_gb_ h[s_]h kh}Zgbyg_jh(\^bgk]ggh]h
Zdpbh]m]qZklgbdZ^bgkl_ggh]h mqZik]g]e]Z_gby h

jZkij_^_e_gbb qbklh]h]ZgblazpZaZ bkl_drbc nbgZgkh\U
jZaf_j_ ^b\b^_g^Z aZ]h^ \ jZkq_l_ gZj}Zgblazp hklmx Z

>b\b^_g^u \uieZqb\Zxlky \ kjhd mrk]g]hf\eh[sg]k
kh[jZgZydpbhg(jh^bgkl_ggh]h Z/dp]Z]g]jZd^bgkl_ggh]

mqZklgbdZ

3 < kemqZ_ gZjZgblazpg_kdhZvdpbhg(mjh\Zklg)bdh\
\dexqZy fbghjblZdpbhg(mjh\Zklgbdh\k\kl_fZ dhjihjZlb\
mijZ\e_gby ^m[e`k]Zqblv kijZ_^eb\h_ hlgZdpbhgd]ZV

(mqZklgbdZfj_ZebaZpbx bo ijZ\ qlh ^he`gh M]k]Z\az
hj}Zgblazp

H[_ki_q_gb_ jZ\gh]h b kijZ_^eb\h]h Zldp]hrg_gjZy
(mqZklgbdZéby_l gZ j_im]jZgblazp__ \b]l]bpbhggm

ijb\e_dZI_evghklv b kihkh[kl\m_hjj}Zgblazp hbfhklb
lhjy^hd b ijhp^mju ijh_^_gby h[Z]p]k]g]jZg

(mqZklgbdZ^he`gu h[_ki_qb\Zlv jZ\gh_ hlgZdpbhg_d]Zf
(mqZklgbdZdhjihjZlb\gu_ ijhp^mju g_k]h^Zgghgm]k]h`g

beb h[j_f_gylv aZljZIZfb ijhp^mjm]hekh\Zgby
< kemqZ_ gZeh]jZgblazpdpbhg(mjZklg)bdZlhjhfm

ijbgZ^e`bl iylv^_kyl b [he__ ijhp_glh\ ^hehk]mx]Z]k]b
beb dh]hjuc bf__l ijZ\h hij_^_eylv d]exgg]y]uok]e]heZarZ

khj}Zgblazp beb bgZdpbhg(j]f]Zklg)bdZfj]Zkij_^_e_gb
nbgZgkh\uo kj^kl\ \ ihevam lZ(m]h]Zk]Zdp]Z]g]jZ

hkms_kl\eylvky ihkj_^kl\hf ^b\b^_g^guo \uieZI < ke
f_oZgbafh\ i_j_jZkij_kj_e_khijZgbafZp ihevadpbZhg_jZ
(mqZklgbdZlhjhfm ijbGZ^e_`bl iylv^_kyl b [he__ ijhp_

Zdpbche_c mqZklgby^he`gu [ulv aZdj_ie_guh^]hZgrbafZgZ
b jZkdjulu Zkdpfbhg._jZf
Hj]ZgbafZp^e`gZ jZkdjuluZpvhg(mZfZklgbdZbg_klhjZ
bgnhjZpbx h ex[uo nhjfZo b mkeh\byo khijm^gbq
iZjlg_jkl_ k ljZ\bl_evkl\hf b]hkm^Zjkl_ggufb hj]ZgZ

=eZ\Wnn_dlb\gkklv_lZbj_dlhjh\k_ihegbl_evgh]h
hj]ZgZ

1. Kh_l ^bj_dlhjh\ y\eyf_lmjZjZpZgby ihu^fhhs_lgm
kh[jZgbx Zdpbhg[h]k_i_qb\Zxsbf kljZI_]bq_kdh_ jr
hj]ZgbafZp b dhgljhev aZ ^_y_k_i_e_g_b_g_h_e_k_h
^bj_dlhjh\ h[_k_i_qb\Z_l \g_^j_gb_ \k_o iheh`_gbc gZl

Bkihegbl_evgh]h h]h^h_lq_l_g Kh_l m^h_k_j_m_s_l_k]h^y_
jmdh\h^kl\h _`_^g_ghc ^_hjl]ZgvdhZp bx h[_k_i_qb\Z_l
khh\l_kl\b_ kljZI_]bb ieZgm jZa\blby b h]sfgbyf
kh[jZgb_f Zdpbhg_jh\ b Kh_lhf ^bj_dlhjh\

Kh_l ^bj_dlhjh]h^h_e_g_b_g_u_e_v]Zg ^he`gu \aZbfh^_ckl\
^mo_ khijm^gbq_kl\Z ^_ckl\h\Zlj]ZgbafZp bj_kjZg_bfZlv
j_r_gby gZ hkgh_ i_jn_k_l_p_c_i_k]h^ jZa\blby b kijZ_e
hlghr_gby dh \k_f Zdpbhg_jZf

Kh_l ^bj_dlhjh]h^h_e_g_b_g_u_e_v]Zg ^he`gu h[j_h_k_i_l_q_b
^he]hkjhqghc klh]m^h_k_l_p_c_i_k]h^ jZa\blb_ Nhgj]ZgbafZp

2 Kh_l ^bj_dlhjh\ ^he`_g [ulv gZ^_e_g iheghfhq
^ey mijZ\ehjgZgbafZp b dhgljhey aZ ^_y_k_i_e_g_b_g_h_e_k_h
hj]ZgZ Kh_l ^bj_dlhjh\ \uihedgpb_lk]h^hZk]g]m b m^_ey_
hkh[h_ \gbfZgb_ ke_^mxsbf \hijhkZf

1) hij_^_ex_gbjZI_]bb jZa\blby gZijZ\e_gby b j_am

2) ihklZghbdfhgblh]h^h_e_g_b_g_u_e_v]Zg xq_\uo ihdZaZI_e_c i_e_Zg_Zev
jZa\blby

3) hj]ZgbafZp^h^m^h^ wnn_dlb\guf njm^gZg_b_h_g_k_b_kl_f
mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey

4) ml_j`_^_gbx fhgblh]h^h_e_g_b_g_u_e_v]Zg n_dlb\ghc j_ZebaZpbb
bg_klbpbhgguo ijh_dlh\ b ^jm]bo dexq_\uo kljZI_]jZfdZo
dhfi_l_gpbb Kh_lZ ^bj_dlhjh\

5) ba[jZgbx \hagZ]jZi_e_Zg_b_jh\Zgib_x_fk_l_gghklb
gZ^am^h^Z ^_yl_evghklvx jmdh\h^h_k_i_h_e_y_g_b_g_h_e_k_h]ZgZ

6) dhjihjZlb\ghfm mijZ\e_gbx b wlbd_

7) kh[ex^_g b xhj]ZgblaZ piheh`_gbc gZklhys_]h Dh dhjihjZlb\guo klZg^Zjih\ Nhg^Z \ h[eZ Dlb^_d k Z \ h c ew wlbdb

3 Qe_gk b _lZbj_dlhjh\ ^he`gu gZ^e`_Zsbf h[jZahf k\hb h[yaZgghklb b h[_ki_qblv jhkl ^he]mki hqghc\ k jZa\b|bj]ZgblaZ p Kh_l ^bj_hj]ZgblaZ pih^hlq_l_g Zdpbhg >ZggZy ih^hlq_lg Z k b v a m j_lky q_j_a f_oZgbaf h[s_ Zdpbhg_jh\

Qe_gk h _lZbj_dlhjh\ ^he`gu \uihegylv k\hb nmg h[yaZgghklb b \ k\h_c ^_yl_evghklb ijb^_j`b\Zlvky ke ^_ckl\h\Zlv \ ij_^_eZo k\hbo i g h h f Z q b c j_dlhjh ijbgbfZxl j_r_gby b ^_ckl\mxl \ ij_^_eZo k\hbo ihegh \MklZ\

m^_eylv ^hklZlhqgh \j_f_gb ^ey mqZklby g ^bj_dlhjh\ _]h dhfbl_lh\ b ih^gh h h d m k d Z b l f k y h^gh\j_ aZgylb_ q k h g h f Z b j_dlhjh`eghkl qe_gZ Kh_lZ ^h j e d l h j h q_f \q_luj_ x j b^bq_kdbo e b p Z b \j_f_ggh_ aZgylb_ ^ ij_^k^Zl_ey\ KZ ^bj_dlhjh`m k d Z_lky Ihevdxj b^b q \m k d b o e b p Z a Z g y l b _ q k h g h f Z ^ b j _ d l h j h ` g h k l _ c \ x j g u b q _ k d b o e b p Z b i m k d Z y _ i h k e _ i h e m q _ g b y h ^ h [j _ g b y ; K h \ _ l Z ^ b j _ c

kihkh[kl\h\Zlv ^h k j l m k j h q g h c b f h k l b m k l h c b j h jZa\b|bj]ZgblaZ p qe_gk h _lZbj_dlhjh\ ^he`gu ^_ckl\h bgl_j_k Z j]ZgblaZ p b k m q_lhf kijZ_^eb\h]h hlg hr_g Zdpbhg_bj]ZgblaZ p b i l m k l h c b j h jZa\b|bj]ZgblaZ p_r_gbc b ^_ckl\l qe_gk h _lZ ^bj_dlhjh\ \hafh`gh hij_^_eblv ihkj^kl \hijhkh\ dZdh\ u ihke_ ^kl\by j_r_gby ^_ckl\by \ ^h dZdh\h \ebygb_ ^_h j l Z e g y l b Z p Z h [s _ k l \ h k s h m d j n k j Z ^ m [m^_l eb h[_ki_q_gh kijZ_^eb\h_ hlg hr_g b e b y g b \ k g f Z j_imlZp b x]ZgblaZ p b \ukhdb_ klZg^Zjlu ^_e e b y h c b g Z l b d bgl_j_k a Z bgl_j_ g h d Z g h j h g ^ Z g g u i c _ j _ q _ g v \ h i j h k h \ y \ e f b g b f Z e v g h g _ h [o h ^ b f u f j i u h Z x s b ; b k q _

ih^^_j`b\Zlv \ukhdb_ klZg^Zjlu ± qe e g U h c _w Z b d ^bj_dlhjh\ ^he`gu \ k\hbo ^_ckl\byo j_r_gbyo b ih_ \ukhdbf klZg^ZjIZf ^_eh\hc wlbdb b(h[j Z a p h j b e f y j h f jZ[hlg b d h g ^ Z h j d Z g b l a Z p

g_ ^h d Z l v d h g n e b d I Z b g e _ j g k h h _lZbj_dlhjh\ g_ ^he`_g ^himkdZlv \hagbdgh_g j b y d k h b h r j u Z a p h c e b q g Z y aZbgl_j_kh\Zggh`h k l v ih\lebylv g Z Z e `Z s \ u i h e g _ g b _ b f h [y a Z g g h e d _ g Z h _lZbj_dlhjh\ k e m q Z _ \ h a g b d g h _ g b y k d h g e n b d I Z f b bgl_j_kh\ dhjhju_ \ebyxl beb ihl_gpbZev [_kijbkljZklgh_ ijbgylb_ j_r_gk h d _ l Z b e j _ g l h j h \ ^ h e ` g a Z [e Z] h \ j _ f _ g g h m \ _ ^ h f e i j l v ^ k h Z l w e h f K h \ _ l Z ^ b j _ d l h j h i j b g b f Z l v m q Z k h f y k m \ ^ _ g b b j b g y l b b I Z d b o g h c ^ Z g g h _

lj_[h\Zgb_ hlgkblky b d ^jm]bfKh_ckZ\bbj hdehdjg Zhju_
ijyfh beb dhk_ggh fh]ml ih\ebylv gZ gZ^e_Zs__ bk
qe_gKh_lZ ^bj_hdlhgjZijbf_j m qZklbKh\qdeZgZbj_dlhjh\
^_yl_evghklb x^jbm^bbpdbo ,eibph[j_l_gZdpbc ^he_c mqZk
bgh]h bfms_klZlgnh\ b dhgdmj^ghklmi d bgnhjfZpb
\hafh`ghklyf

^_ckl\h\Zlv k ^he`ghc jZamfghklvx mf_gb±f b
qe_gKh_lZ ^bj_dlhjh\ j_dhf_g^m_lky gZ ihukrZlyvg hrcbh
agZgby \ qZklb dhfkKh_gZbj_dlhjh\ b \uiheg_gby
h[yaZggghkl_c \ Kh_l_ ^bj_dlhjh\ b dhfbl_lZo \dexqZ
aZdhgh^Zl_evkl\h dhjihjZlb\gh_ mijZ\e_gb_ mijZ\e_
Zm^bmkhchcb\Za\blbaggZby hijZkeb b ki_pbnbdb ^_y
hj]ZgbalZp\ p_eyo ihgbfZgby ZdlmZevguo \hijhkh\
hj]ZgbalZp qe_khù_lZ ^bj_dlhjh\ j^h^m^gyujgk_sZlv dexq_\u
h[t_dlhuj]ZgbalZp ijh\h^blv \klj_qb k jZ[hlgbdZfb

Qe_gKh_lZbj_dlhjh\ lgikjkhgZevgm x hl_lkl_gg
\uiheg_gb[yaZggghk_e_gKh_lZ ^bj_hdlhgjexqZyb^mpbZjgu_
h[yaZggghiklj^Zdpbhg_jZfdpbhg_jZfbijbgbfZ_fu_ j_r_g
wnn_dlb\gh\hlyc_yl_evghklb ^_ckl\b_lbbbebljb_agZedkqb
jZaguo fg_gjb^k^Zl_eKh_lZ ^bj_dlhjh\h\g h[_ki_qb
jZkkfhlj_gb_ \k_o ijb_fe_fuo \ZjbZglh\ b ij^eh
\ukdZau\Zxlky hl^_evgufKh\qdeZgZfbj_dlhjh\ qlh[u ij
j_r_gb_ hl_qZxs__ hbjgZgjbklZp

Kh_l_ ^bj_dlhjh\h\lq_lZdpbh_jZf aZ j_amevlZlu ^_yl
hj]ZgbalZp GZ _`_]h^ghf h[s_fZkchhZggkbbZkemZgbb
ij_^k^Zl_eKh_lZbj_dlhjh\^hklZ\Zyphhg_jZfqZklgbdZf

1) hlq_Kh_lZbj_dlhjh\ \ dlhjhfhijZ`Zxlky blh]b
Kh_lZbj_dlhjh_]h dhfbl_lh\ aZ hlq_lguc i_jbh^ f_ju
Kh_lh^bj_dlhjh\ ih jklm ^he]hkjhqghcmklhcdqfmb
jZa\bxbhj]ZgbalZp kgh\gu_ nZdlhju jbkdZ kms_kl_g
jZkkfhlj_ggu_ \hijhku dhebq_kl\h aZk^Zgbc
ihk_sZhklZ lZd`_^jm]Zy \Z`gZy +bhqkhkfhZp^Zbj_dlhjh\
\dexqZ_lky \ khklZ\]h^hj\ZjghalZp_lZ

2) hlq_l h j_Ze balZpZgbb`ZdpbhgZkZgbeZhfizgc
Kh_l_ ^bj_dlhjh\]h^gh hlqblu\Z_lky^hgbbkh[ghjf
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bkihegbl_evghhZgZ b ^jZkjbdlh\ dlhju_ hdZau\Zxl \
jhkl ^he]hkjhqghc klhbKhkchcbjZa\blhij]ZgbalZpLZdb_
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4. < Kh_l_ ^bj_dlhjh_ b _]h dhfbl_lZo ^hZeeZgk k
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jZa\blby

5 < khklZ_ Kh_lZ ^bj_dlhjh_ [g_kih]p]h] b]fZaghh[
ih hiulm ebqghklguf oZjZdl_jbklbdZf b]_g^_jghfm k
^bj_dlhjh_ ^he`gu \oh^blv g_aZ\bkbfbu_ ^bj_dlhjZ \ d
^ey h[_ki_q_gby g_aZ\bkbfbhklb ijbgbfZ_fuo j_r_gb
hlghr_gby dh Zkpbhg_jZf J_dhf_g^m_fh_ dhebq_k
^bj_dlhjh_ \ khklZ_ Kh_lZ dhfiZp]d kh]h]Z\ey]yb^h ky]b
ijhp_g]h] h[s_]h dhebq_kl\Z qe_gh\ Kh_lZ ^bj_dlhjh_

6 H[s_ kh[jZgb_ Zdpbhg_jh_ ba[bjZ_l qe_gh\ k
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^hklb`_gbc ^_eh\hc j_im]Zpbb b ijhn_kkbhgZevgh]h
i_j_ba[jZgbb hl^_evguo qe_gh\ Kh_lZ ^bj_dlhjh_ beb
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1) ij_ ^k_ ^Z]K]h]v]Z]j_dlhjh_ ba[bjZ_g]kyf] ^brgkl_ggh]
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2) ijhp_k]k]bkdZ b hl[hjZ dZg^b^Z]K]h]v] \Z]k]h]kd]h]h]\
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hj]Zg]ba]Z]p\ hij_ ^_e_gb_ khklZ]Z g_h[oh^bfuo gZ\ud
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G_ ^himkdZ_lky mqZklb_ qe_gh\ l]Z\bl_evkl]Z
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 ^Zggh]h qe_gZ Kh_IZ ^bj_dlhjh\ b \lebygby ^Zggh]h
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3) klZ` jZ[hlu

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5) gZebqb_ dhfi_l_gpbc ih gZijZ\le_gbyf b hljZk
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6) ^_eh\Zy j_imlZpby

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k mq_lhf dZfiZgb

2) hij_^_ey_l dZgZe ihbkdZ+ kZfgk^Zlhevgh be
ijb\le_q_gb_f j_djmlbg]aZpdbhj]Zgb

3) hkms_kl\ey_l ihbkd dZg^b^Zlh\

4) ijh\hbl hl[hj dZgh^b^Zp mg d gl_j\vx b ih^jrh\h\ ij_^eh`_g bcdZg^b^Zlq_e_kh_Zbj_dlhjh\fiZog h[km`^Zxlky dZd fbgbfmf k h^gbf qe_ghf Dhfbli_IZ \hagZ]jZ`^_gbyZ Kh_dlhjh\);Nhg^Z

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6) im[ebdZporyhjfZpbb gZ hlgkmgkh\fiZog ij-jkleba

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G_aZ\bkkbfu_ ^bj_dlhjZ ^he`gu Zdlb\gh mqZkl\h \hijhkh\]^_ \hafh`_g dhgnebdl bgl_j_kh\ ih^]hlh g_nbgZgkh\hc hlq_lghklb aZdexq_gb_ k^uehbf_\lk yg aZbgl_j_kh\Zgghklv \u^\b`_gb_ dZgi^he^Zlhhe\h khjkZZgZ mkIZgh\e_gb_ \hagZ]jZ`^_gbyZ fhj]ZgZ G_aZ\b ^bj_dlhjZ ba[bjZxlky ij_^k_^ZI_eyfb dkh\q_lZbj_dlhjh\l -ih \hijhkZf Zm^agZq_gZc b \hagZ]jZ`^_gbc \lZdn]bo j_dhf_g^m_lky bo ba[jZgb_ \dZq_kl_ij_^k_^ZI_e_c

G_aZ\bkkbfuc ^bj_dlhj ^he`g ke^blv aZ \hafh` g_aZ\bkkbfhklb b aZ[eZ]h\j_f_ig^nk^ZI_kh\eyZv ^bj_dlhj \kemqZ_qbyZedbo kblmZpbc < kemqZ_ gZebqby h[k gZ g_aZ\bkkbfhkKh\q_e^Zbj_dlhjh_k^ZI_kh_IZ ^bj_dlhj g_aZf^ebl_evgh ^h\h^bl ^Zggmx bgnhjfZpbx ^h k\ ijbgylyby khhl_lkl\mxs_]h j_r_gby

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7 Kh_I ^bj_dlhjh\ ml_j`^Z_l ijh]jZffm _gby \gh\va]jZgguo qe_gh\ Kh_IZ ^bj_dlhjh\ b ijh]jZffm i jZa\blby ^ey dZ`^h]h qe_gZ Kh_IZ ^bj_dlhjh\ Dhj h[_ki_qb\Z_l j_ZebaZpbx ^Zgghc ijh]jZffu

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qe_gu Kh_IZ ^bj_dlhjh\ hagZdZfeb\Zxlky kh k
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hj]ZgbalZp\ lhf qbke_ k\yaZggufb k gZb[hevrbfb jbkd

8. Ij_^k_^ZI_ev Kh_IZ ^bj_dlhjh\ hl_qZ_l aZ
Kh_lhf ^bj_dlhjh\ h[_ki_qb_Z_l ihegmX b wnn_d
Kh_lhf ^bj_dlhjh\ _]h hkgh\guo nmgdppc b ihkljh_
^bZeh]Z f_^m qe_gZfb Kh_IZ ^bj_dlhjh\jZf\jmbigu
bkihegbg_ufvhj]Zghf

9 Jhev b nmgdppb ijKhk_Zb_j_dlhjh\ b jmdh\h^b
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3) ieZgbjh\Zgb_ ij__fklij_gghZllbey Kh_lZ ^bj_dlhjh\
4) \ kemqZ_ \hagbdgh_gby jZagh]eZg_bjZfbf`\
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b hojZg_ hdjm`Zxs_c kj_^u < p_eyo ih\ur_gby wnr
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 ^bj_dlhjh\ fh]ml [ulv ij_^mkfhlij_gu bgu_ gZijZ\e_
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 Dhfbl_↑Z_e`_g \dexqZlv g_ f_g__ q_eh_d

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kj_^kl\ k\yab

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 ke_^mxsbo nZdlhjh\

1) \ukhdh_ dZq_kl\h fZI_jbZeh\ bgnhjfZpbb
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 ijb g_h[oh^bfhklb

2) ihemq_gb_ fg_gby wdki_jlh\ \gmlj_ggbo b
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3) \j_fym^_ey_fh_ h[km`^_gbyf gZ Kh_l_ ^bj_dlh
 \Z`guo b keh`guo \hijhkh\

4) k\h_j_f_ggh_ jZkkfhIj_gb_ \hijhkh\

5) \ j_r_gbyo ^he`gu [ulvua^Zig_ieZevg_crbo ^_cl
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Ke_^mxsb_ nZdlhju fh]ml Zb_ZevZlv_h\Iebp_gb_ gZ c
 j_r_gbc Kh_IZ ^bj_dlhjh\

1) ^hfbgbjh\Zgb_ h^gh]h beb g_kdhevdbo ^bj_dlh
 fh`_l h]jZgbqblv iheghp_ggh_ mqZklb_ \ h[km`^_gbyo

2) nhjfZevgh_ hIghr_gb_ d jbkdZf

3) ij_ke_^h\Zgb_ @b_ggukh\bb gbadb_ wIbq_kdb_ kl

4) nhjfZevgh_ ijbgyIb_ j_r_gbc gZ aZk_^Zgbb Kh
 j_Zevguo b Zdlb\guo h[km`^_gbc

5) ihabpby [_kdhfijhfbkkghklb hIkmlkl\b_]b[dhk
 klj_fe_gby d jZa\blbx ^h\hevkl\h^Zg_bgl_fdmshf ih

6) keZ[Zy hj]ZgbaZpbhggy dmevlmjZ

7) g_^hklZlhd bgnhjfZpbb b beb ZgZebaZ

Qe_gu Kh_IZ ^bj_dlhjh\ fh]ml aZijhklblv
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Ijh_^_gb_ aZk_^Zgbc Kh_blZ]^bj_dlhjh\h\ fh`_l
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k h[hkgh\Zgb_f ijbqbg \u[hjZ aZhqghc nhjfu]heh
 aZk_^Zgbc k aZhqghc nhjfhc]hehkh\Zgby ^he`gh

JZkkfhIj_gb_ b ijbgyIbIh jklIjZgb]bq_kdbf \hijhkhZf ^_y

hkms_kl\eyxlky lhev dh gZ aZk_^Zgbyo Kh_IZ ^bj_]hehkh\Zgby

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Qe_g Kh_IZ ^bj_dlhjh\ jxsbc aZbgl_j_kh\Zgghklv i \ug_k_gghfm gZ jZkkfhlj_gb_ Kh_IZ ^bj_dlhjh\ g_ m]hehkh\Zgbb ih ^Zgghfm \hijhkm h q_f ^_eZ_lky kh ijhldhe_ aZk_^Zgby Kh_IZ ^bj_dlhjh\

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Kh_Im ^bj_dlhjh\ j_dhf_g^m_lky ijh\h^blv j_\ba j_r_gbc :gZeb^am`bl dZd kZfh j_r_gb_ IZd b ijhp_k J_dhf_g^m_lky ijh\h^blv j_\babx jZg__ ijbgyluo j_r_ Kh_lhf ^bj_dlhjh\ hp_gdb k\h_c ^_yl_evghklb

13 Kh_l ^bj_dlhjh\ dhfbl_lu b qe_gu Kh_IZ ^ hp_gb\Zlvky gZghc`_h]khgh_ \ jZfdZo kljmdlmjbjh\Zgg ml_j`^_ggh]h Kh_lhf ^bj_dlhjh\ ZgbbZp >Zgguc ijhp_kk ^ khhl_lkl\h\Zlv f_lh^heh]jbbwNhhfg^Z`_ h^gh]h jZaZ \ l hp_gdZjh\h^blky k ijb\e_q_gb_f g_aZ\bkbfc ijh h]ZgbaZpbb

14 Hp_gdZ ^he`gZ iha\heylv hij_^_eylv \deZ^ k dZ`^h]h ba _]h qe_gh\ \ jhkl ^he]h kjhghghdZkahlbfh_kll h]ZgbbZp Z IZd`_ \uy\eylv gZijZ\e_gby b j_dhf_g memqr_gbc J_amevIZlu hp_kygdh \jbbgfZfZkl ijb i_j_ba beb ^hkjhqghf ij_djZs_gbb iheghfhqbc qe_gh\ Kh_IZ

Hp_gdZ y\ey_lky h^gbf ba hkgh\guo bgkljmf ijhn_kkbhgZebafZ Kh_IZ ^bj_dlhjh\ b _]h bg^b\ ljh_^_gb_ hp_gdbZyaZI_edZghy gZ\bkbfc^bj_dlhjhZd ^ey ij_^klZ\bl_e_c Zdpbhg_jh\

ljh_^_gb_ hp_gdb ^he`gh khhl_lkl\h\Zlv IZdb j_]meyjghklv dhfie_dkghklv g_ij_ju\ghklv dhgnb^_gpbZevghklv

ijhp_kk kjhdb b ihjy^hd ijh_^_gbyk hp_khgdZ ^_ ^bj_dlhjh\ _]h dhfbl_lhKh_IZ ^bj_dlhjh\ ^he`gu [ulv d

j_]eZf_glbjh\Zgu \h \gmlj_ggbhoj]ZgblmZplgI_Zk_^ZI_ev
qe_gkh_IZ^bj_dlhjh\^he`gu ijhoh^blv h[mq_gb_ ih ij
Hp_gd\dexqZ_g h g_ h]]ZgblkjZkkfhlij_fgk_e_^mxsbo
\hijhkh\

1) hilbfZevghklv kkhkI_ZVZj_dlhjh]ZeZgk gZ\udh\ hi
jZaghh[jZab_ khkIZ\Z h[t_dlb\ghklv \ dhgl_dkl_
hj]ZgblaZp

2) ykghklv ihgbfZgby \b^_gby kljZI_]bi[h[efk gh\gu
p_gghkhij]ZgblaZp

3) ieZgu ij__fkl_gghklb b jZa\blby

4) nmgdpbhgbjhKZgblZbj_dlhjh\ dZd_^bgh]h hijZ
Kh_VZj_dlhjh]mdh\h^bb_kelyegbg_hj]h hij]ZgZ

5) wnn_dlb\ghklv \aZbfh^Kkkl\lbyj_dlhjhKh_IZ
^bj_dlhjh hij]ZgZfb b^he`ghklghj]ZgeblpZfb

6) wnn_dlb\ghklv h]hg b angKh_IZ^bj_dlhjh\

7) wnn_dlb\ghklv ^_yl_evghkKh_dlhjh]dlhjh\ b b
\aZbfh^_ckKb_kfbj_dlhjh\ qk_gZélg bg_hj]h hij]ZgZ

8) dZq_kl\h bgrbhfZb ^hdmf_glh\ ij_^hKhZve_y_f
^bj_dlhjh\

9) dZq_kl\h h[km`Khg_b_cbgZdlhjh\ \dhfbl_IZo

10) wnn_dlb\ghklv ^_ydh_eivhgZkhhg k_dj_IZjy

11) ykghklv \ihgbfZgbb ijhp_kkh\ b dhfi_l_gpbc

12) ijhp_kk \uyle_gby b hp_gdb jbkd

13) \aZbfh^_ckI\b_ k Zdpbhg_jZZbgb_jb_gbfBg
klhjhgZfb

Hp_gdZ ijh\hKb\kyhfbj_dlhjh\ \h[yaZI_evghf ih
`]h^ghc hkgh_ Kihkh[Zfb hp_gdb y\eyxlky kZfhh
g_aZ\bkbfb]h dhgkmevlZglZ^ekI\iz\hp_ggbyo dZq_aZ\b
\g_rgbc dhgkmevlZgl ijbj_e`dZf_lk^yb_g_jZa \ljb]h^Z

Hp_gkZ_VZj_dlhjh_]h dhfbel_glh\ kkh^bjI_Zdlhjh\
ij_^hklZ\e_gb_ h[jZlghe_gkZfaKh^bljZdlhjh]b \ujZ[hldZ
ihke_^mxsbo f_j ih yrfemdkrm_s_bkl\ey_lky ih^ jmdh
ij_^k^ZI_ekyh_IZbj_dlhjh\ J_amevlZlu hp_gdb h[k
hl^_evghf aZKk^V_gVZbj_dlhjh]h j_amevlZIZf dhIKjh]hZ^e
^bj_dlhjh\ \ p_ehf b bg^b\b^mZevgha^e]h dZé^gI
\ujZ[Zlu\Z_lkyZffZ]jjZa\blby

Ij_^k^ZIKkV_VZj_dlhjh\ g_k_l hl_lkl_gghklv aZ
ijh_^_gby hp_gdb b ijbgylb_ f_j ih_]h j_amevlZIZ
ijhp_kk_ hp_gdb jZkij_^_eyxlky ke_^mxsbf h[jZahf

1) ij_^k^ZIKkV_IZbj_dlhjh]mdh\h^bl ijhfp_kk_gdb
ij_^hklZ\ey_l h[jZlgmx k\yavKk_fVZjk_kkhhZhdZb^hfm ba
_]h qe_gbhghnhjfbjm^b_gkl_gZdlphhg_jZ dZndipghog_jh\
_]

j_amevlZIZo hp_gdb b h[km`^Z_l f_ju ih memqr_gby
\uiheg_ggZg^Z_ckl\bcbih]Zf hp_gdb

2) ij_^k_^ZI_Dehvfb_lZh gZagZq_gbyf b \hagZ]j
h[_ki_qb\Z_l ijhp_ik^k^k^pZg_dby_lZ ^bj_dlhjh\

3) ij_^k_^ZI_elbfb_lh\h[_ki_qb\Zxl ijhp_kk h
wnn_dlb\ghklb jZ[hlu \hajeZ\ey_fuo bfb dhfbl_lh\

4) g_aZ\bkbfduhrgk_evlZgl \ kemqZ_ ijbkemqZ_gby jhe
fh^_jZlhjZ b f_lh^heh]Z hj]Zgbam_l b hphhgdbgbjm_l i

5) qe_guKh\lZ^bj_dlhjh\ h[_ki_qb\Zxl Zdlib\gh
hldjulhklv q_klghklv b \hle_q_gghklv

J_amevlZlu hp_gdb fh]m\Zkgemfb^veyhkih_gba[jZgby
khklZkZh\lZbj_dlhjbb b hi^_evg]m]re_gZ_j_kfhljZ khklZ

Kh\lZbj_dlhjh\jZaf_jZ \hagZ]jZ`Zfgkly\qleZbj_dlhjh\
kemqZ_ gZebqby k_jv_aguo g_^hklZldh\ \ j_amevlZl

qe_gh\l_k^ ^bj_dlhjh^k^Zl_k^k^lZbj_dlhjh^he`_g ijh_klb
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Kh_l ^bj_dlhjh\ \ `_]h^ghf]h^h\hf hlq_l_ hljZ`
ijh\h^beZkv hph_gdZbj_dlhjh\ b ijbgylu_ f_mj_evlZlZfa <

kemqZ_ ijb\le_q_gby g_aZ\bkbfm]hZ alhvgzk_mleylZgZza_u\Z
bf_bgu_ dhgkmevlZpbbhggu^nmjkZem]abZfp l_q_gb_ ihke_ ^

lj_o_e_l
?^bgkl_gZdpbhgh_j_l ijh_klb kh[kl_ggk^k^h^pZg

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<h \gbfZgb_ ijbgbfZxlky j_amevjhZl^gghgd_bZfhklhyl

Kh_lh^bj_dlhjh\ j_amevlZlu ^h_j]lZevlZpbb\uiheg_gb
h`b^ZgZdpbhgb_jZgu_nZdlhju

15 < p_eyo wnn_dlb\ghc ^h_j]ZgbaZpbb_lZbj_dlhjh\
b \aZbfh^_ckh\byZbj_dlhjbbkihegbl_evg]hZgZ k Zdpbhg_

Kh_lh^bj_dlhjh\ gZagZhgZhjZkly\gudj_lZjv
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k_dj_lZjy hij_^_ey_lhke]ghdfh]qbc nmgdpbb b ihjy^hd
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kha^Zgbb kem`[u k_djhjiZjZ^Z^Zhg k_dj_lZjy b hij_^
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dZq_kl_gghf ijbgylbb dhjihjZlb\guo j_r_gbc kh
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Kh_lZ ^bj_dlhjh\ ih \k_f \hijkZf bo ^_yl_evghklb b
gZklhys_]h Dh^_dkZ Z lZd`_ fghblhjb] aZ j_ZebaZp

mZqZklb_ \ kh_jr_gkl\h\Zgbb dhjihjZlb\gk]hdj_lZjy^Zve
k_dj_lZjv lZd`_ ax^m]si^k^]hlh\dm hlq_lZ h kh[ex^_gbb

ih^h`_gbc gZklhys_]h Dh^_dkZ dhljuc \dexqZ_lky \

>Zgguc hlq_l ^he`_g kh^_j`Zlv i_j_q_gv ijbgbpbi h\ b
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 ijbgbfZ_lk m kfhij_ggZ[ex^Zelvgh]h kh_lZ

Hkgh\gZy h[yaZhgjh]Zlv\gh]dhj_lZjy khklhbl \ h[_ki
 k\h_j_f_ggh]h b dZq_kl_ggh]h ijggolp_yr_dghichjZl bklhj
 Kh_Zbj_dlhjh\ b h[s_]h kh[jZgby^ZgpbhggZjhh]h g_jZ
 h[_ki_qb_gbw nn_dlb\gh]h aZbfh^_ckl\kh_lZ ^bj_dlhjh\
 bkihegbl_evhg hZgkZ Zdpbhg(jZfbgkl_gZ dpbhg_jdhfhf_
 lh]hnmgdp b]jihjZl b\gh]dhj_lZjy exqZxglZ^a lajZ gZ^e`Zs_
 ijZdlb d h]jihjZl b\gh]h mijZ\ e_gby

Hkgh\gu_ nmgdh]bbjZl b\gh]dhj_lZjy \dexqZxl g
 hjjZgbq b\Zxlky keb^mxsbf

< qZklp_ki_q_gbyl_evgkl\ b^Zbj_dlhjh\
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nhjfbjh\Zgbb ieZgZ jZ[hlu b ih_klhd aZk^Zgbc
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 3) h[_ki_q_gb_ ihemq_gkly\ qZbjgZdlhjh\ ZdlmZevg
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 ijhlhdhebjh\Zgb_ aZkh_Zgpbcdlhjh\ b dhfbl_
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 dhgkmevlbjh\evggh\Khq_lZ^bj_dlhjh\ ih \hijk
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 \gmlj_ggb^hdmf_glhkms_kl\ e_g hgbhlhjZg]ijhbkoh^ysbo
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 wdki_jlh\
 8 hjjZgbaZpby \aZbfh^_cklKhyl_lZ^bjgd lhjh\ k
 Zdpbhg_jZk f h e g b u e v h j j Z . g h f
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2) k\h_\j_f_ggh_ gZifZlejbZeh\ ih \hijhkZf \ughk
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3 ijhlhdhebvh\Zgb_ h[s]h kh[jZgby Zdpbhg_
ojZg_gby ijhlhdheh\ kl_gh]jZff fZI_jbZeh\ aZk_^Z
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4) h[_ki_q_gb_ gZ^e_`Zs_]h \a ZbjZhg^b^k p\ bky
Zdpbhg_jZfbqZ\dedhgljhev aZ ij_^hklZ\e_gb_f bgnhjfZ
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1 fhgblhjb] j_Zeb aZp[ex^_g b y p bih\ b iheh`_g
gZklhys_]h Dh^_dkZ

2) ih^]hlh\dZ hlqkHZe x^_gbb ijbgpbih\ b iheh`_gbc
Dh^_dkZ

3) \uy\e_gbjZfdZo bkihkg h g bynm ggdZjbr_ g\bcZklb
ghjf dhjihjZlb\gh]h mijZ\de_geb_yagZudh gh^ZI_eMklVhff b
^jm]bfb ^hdmfh_gj]Zg b^aZ p

4 dhgkmevlbjhZ Zgbhg\j^he`ghklguo jez p lgbdh\
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5) fhgblhjb] emqr_c fbjh\hc ijZdlbdb \kn_j_
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^he`gu ^m[ebjh\Zlv nmgdpbb bguo kljmdlmjguo
^he`ghklguo ebp < kemqZ_ ^m[ebjh\Zgby g_h[c
bkihegbl_Zedyo nm.gdpbc

>ey ijhn_kkbhgZevgh]h bkiheg_gby dk\jh b pZ h[lygaZcg
k_dj_IZjv ^heZ^gZlv[agZgbyfb hiulhf b d\ZebnbdZpb
^_eh\hc j_imlZpb_c b ihevahK Zlv^kZ j^hd\hjjbZ d p bhg_jh\
< aZ\bkbfhklb hl hjZ Zgbj^aZ p fZkrIZ[Z __ ^_yl_evghkl
[ulv kha^kZgmZ pZjihjZlb\gh]dj_IZjy

GZ ^he`gdkjihjZlb\gh]dj_IZjy gZagZqZ_lky ebp
\ukr__ xjb^bqb^kvdhghfbq_kdh_ h,[kZg h\Zgb 5_e_lgbf
hiulhf jZ[hlu b ijZdlbq_kdb_ agZgby \kn_j_ dhjihjZ
dhjihjZlb\gh]h ijZ\Z

< p_eyo ih\ur_gby wnn_hd]h\gh^bb bi ihh_^_gby aZ
Kh_IZbj_dlhjh\ j_dhf_g^m_lky i_jbh^bq_kdb h[km
ihe_aghklv ij_^hklZ\e_ggukoh_dZ^bgjZfljh]h\ fZI_jbZe
J_amevlZlu ^Zgguo h[km`^_gbc kem`ZI hkgh\Zgb_f ^
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< hlg hr_g h h i h j Z i b \ g h] d j _ l Z j y] Z g b a z p j Z a j Z [Z l u \ Z _ l
i j h] j Z f f Z \ \ _ ^ _ g b y \ ^ h e ` g h k l v b i e Z g b j h \ Z g b y i j _ _ f k
g Z a g Z q d g h i h j Z i b] g k _ d j _ l Z j y h k m s _ k l \ e y x l k y g Z h k g l
i j h a j Z q g u o i j h p _ ^ m j g g a z d \ h i e g m l j _ g g b o ^ h j] Z h g f b a z p o

D h j i h j Z i b \ g u c k _ d j _ l Z j v h k m s _ k l \ e y _ l k \ h x ^ _ y l
i h e h ` _ g b y m l \ _ j ` ^ z h \ f h] h f b j _ d l h j h \ \ d h l h j h f m d Z a
n m g d p b b i j Z \ Z b h [y a Z g g h k l b i h j y ^ h d \ a Z b f h ^ _
h j] Z g b a z p Z e b n b d Z p b h g g u _ l j _ [h \ Z g b y b ^ j m] Z y b g n h j

K p _ e v x h [_ k i _ q _ g b y w n n _ d l b \ g h] h \ a Z b f h ^ _
b g n h j f Z p b b f _ ` ^ m h j]] Z g g a z p h j i h j Z i b \ g k _ d j _ l Z j v ^ h e ` _
h [e Z ^ z h f _ g b \ u k l j Z b \ Z l v i e h ^ h l \ h j g u _ \ a Z b f h h l g h r _ g b
g Z \ u d Z f b j Z a j _ r _ g b x d h g n e b d l g u o k b l m Z p b c < k e m c
k b l m Z p b c k d h g n e b d l h d h j g h j Z i k t g \ k _ d j _ l Z j v ^ h e ` _ g ^ h

^ Z g g m x b g n h j f Z p b x ^ h j _ k \ k ^ z l g k e y \ _ ^ z j _ d l h j h \
> e y \ u i h e g _ g b y k \ h b o h j i m j Z i p b c g k _ d j _ l Z j v ^ h e ` _ g
g Z ^ _ e _ g k e _ ^ m x s b f b i h e g h f h q b y f b

1) a Z i j Z r b \ Z l v b i h e h j] Z g a z p h e ` g h k l g u o b e j Z p h l g b d h \
h j] Z g b a z p h d m f _ g l u b b g n h j f Z p b x g _ h [o h ^ b f u _ ^ e y i j
g Z a z k _ ^ z k b y o l ^ b j _ d l h j h \ b h [s b o k h z j z p b h y g o _ j h \
(_ ^ b g k l \ _ g g h] h Z ; d p b h g _ j Z

2) i j b g b f Z l v f _ j u i h h j] Z g b a Z p b k h \ a Z z b j ^ z d g b j h \ b
h [s _] h k h [j Z g p b h g _ j i h \ ^ h \ _ ^ _ g b x ^ h ^ h e ` g h j k Z g u b a z e p b
b g n h j f Z p b b h i j b j g y l u g b y o Z l Z d ` _ i h k e _ ^ d h x g s l j h e b x o
b k i h e g _ g b y

3) g _ i h k j _ ^ k l \ _ g g h \ a Z b f h ^ _ i g k \ k \ z z v _ & g f e _ b g Z f b
K h \ _ l Z ^ b j _ d l h j h \ u f j m d h \ h ^ b l _ e _ f b b k i c h e g o z f h e h j] Z g Z
j Z [h l g b d z f] Z g b a z p d p b h g _ j Z f b

B k i h e g b l _ e v g u c h j]] Z g b a z p h d Z a u \ z h j l i h j Z i b \ g h f m
k _ d j _ l Z j x \ k _ k l h j h g g _ _ k h ^ _ c k l \ b _ i j b b k g h e g g g b b b f
; x ^ ` _ h j] Z g b a z p h e ` _ g \ d e x q Z l v k l Z l v b j Z k o h ^ h \ ^ e
^ _ y l _ e v g k k l \ b \ z b j _ d l h j h \ d h j i h j Z i b \ g h] d j _ l Z j y \ l h f q b

j Z k o h ^ u k \ y a Z g g u _ k \ u _ a ^ h f d f _ k l m i j h \ _ ^ _ g b y a Z
i j h q b f b i h _ a ^ d Z f b \ j Z f d Z b y \ u h a e g _ g g g u o h [y a Z g
J _ d h f _ g ^ m _ l k y i j _ ^ m k f Z i j b \ Z l v k j _ ^ k l \ Z g Z h [m q _ g l
K h \ _ ^ z j _ d l h j h \ b i j b \ e _ q _ g b _ \ g _ r g b o d h g k m k e h \ l Z i g l f h \

^ b j _ d l h j h \ b _] h d h f h h j f z f b \ Z g p x ^ ` _ l Z j Z k o h ^ h \ e y
h [_ k i _ q _ g b y ^ k y b k e v g l h z b j _ d l h j h \ d h j i h j Z i b \ g h] d j _ l Z j y
g Z i j Z \ e _ g p h \ k h h l \ _ l k l \ m j x s d l m j i g h ^ j Z a ^ _ e h g] z g b a z p
h k m s _ k l \ e y h j k h j Z i b \ g u f d j _ l Z j _ f

16. < d h f i z g y o k h a ^ Z _ l k y d h e e k] b z e b g u e c h g] z c g \
h k l Z e v g h j] Z g b a z p Z l Z d ` _ \ k e m q Z _ d k f i z o z g k h y f _ k l g h] h
i j _ ^ i j b y l b y f h ` _ l [u l v d h e e _] b Z e v g u f b e b _ ^ b g h e b g g u
Z d p b h g _ j h \ m q Z k h g b d h \ ^ b l _ e v b b k i e e g u l _ e v h j] Z h g Z

^he`gu h[eZ^Zlv \ukhdbfb ijhn_kkbhgZevgufb
oZjZdl_pokZfb Z lZd`_ bf_lv [_amij_qgmX ^_eh\m
ijb^_j`b\Zlvky \ukhdbw wlbq_kdbo klZg^Zjh\

17. Bkihegbl_evguc hj]Zg iK^h\ldm\bg_dlhjh\ b
hkms_kl\ey_l jmdh\h^kg\hc ^_y\lg_e\vgm\j\Zg\ba\Z\g_k_l
hl_lkl_gghklv zZbjxlZelb\abieZgjZa\blby_r_gbc ijbgyLU
Kh_l^bj_dlhjh h[SBf kh[jZgb_f Zdpbhg_jh\

18. Kh_l ^bj_dlhjh\ ba[bjZ_l jmdh\h^kihegyb lb_evgg_hg
hj]ZgZ hij_^_ey_l kjhdb iheghfhqbc jZaf_j ^he`ghk
hieZlu bo ljm^Z\mDex\ev \ijhp_kk_ ihbkdZ b hl[hjZ
khklZbkihegbg_hetn hj]ZgZ hij_^_e_gbb bo \hagZ]jZ
Dhfbl_l ih gZagZq_gbyf b \hagZ]jZ`^_gbyj]Zg\ba\Z\g^bj

lj_^eh`_gby ih dZg^b^ZIZf gZ ba[jZgb_ \ khkl
bkihegblg_e\h hj]ZgZ gZ jZk\l\m\l\gl\h gZagZq_gbyf
\hagZ]jZ`^_gbyf Kh_lZ ^bj_dlhjh\ \g\h\k\h\ej\g\h\h\h^bl
hj]ZgZ kemqZ_ hldhg_gby Kh_lhf ^bj_dlhjh\ dZg^b
jmdh\h^bl\k\ifegbg_hetn hj]ZgZ gZ h^gZm\Zg\gm\^he`gh
\bkihegbg_e\ev hj]Zg \h \lhjh\Z\ZagZ \g_k_gb_ ij_^eh`
dZg^b^ZIm gZ ^Zggmx \ZdZglgmX ^he`ghklv i_j_oh^bl

< dhfiZgyo Zdpbc ^he_c mqZklby dhjhjuo
Nhg^m dZg^b^ZImjZ gZm\h^eh\g\h\l\ey\egbl_e\vg\h]ZgZ
ij_^\Zjbl_evgh kh]eZkh\l\l\Zg\k\h\g^Z

Kh_l ^bj_dlhjh\ fh`_l \ ex[h_ \j_fy ij_djZbl
jmdh\h^bl_ey bkihegbg_hetn hj]ZgZ

J_dhf_g^m_lky ba[bjZlv jmdh\h^k\h\l\ey\egbl_e\vg\h]Zg
hj]Zg\ba\Z\pkjhdf ^h lj_o e_l Kjhdb iheghfhqbc jmdh
bkihegbg_hetn hj]ZgZ kh\iZ^Zxl kh kjhdb\k\h\l\ey\egbg_hetn bc
hj]ZgZ \ p_ehf

19. DZg^b^ZImjZ gZ ^he`ghklv i_j\h]dhfjiZg\h^
kh]eZkh\l\l\Z_lky k lj_ab^_g\h\k\l\Z\p\ :cfbj_ab^_glZ J_k
DZaZoklZg \ kemqZ_dh\dieZgq_gbykhh\l\kl\mxsbc ki
ml_j`^_gguc MdZahf lj_ab^_glZ J_kim[ebdb DZaZokl
< lZdhf kenz\Zgyo kms_kl\m_l ke_^mxsbc ihjy^
ba[jZgj\ydh\h^bb_k\eyegbg_hetn]ZjgZ

1) Dhfblilh gZagZq_gbyf b \hagZ]jZ`^_gbyj]Zg\ba\Z\g^fhjh\
dhfiZgyo hij_^_ey_l lj_[h\Zgby d dhfi_l_gpbyf b gZ\udZ
^he`ghklv jmdh\h^k\h\l\ey\egbg_hetn hj]ZgZ kihkh[u ihbkdZ
kZfhklhyl_evgh beb k ijb\ve\bcg]g\h\c hj]Zg\ba\Z\pbb

2) Dhfblilh gZagZq_gbyf b \hagZ]jZ`^_gbyj]Zg\ba\Z\g^fhjh\
dhfiZgyo hkms_kl\ey_l ihbkd b hl[hj dZg^b^Zlh\ ijh
khklZ\ey_l jZg`bjh\Zgguc dhjhldbc kibkhd dZg^b^Zlh\
3) ijZ\e_gbNhg^Z kh]eZkh\l\l\Z_l dZg^b^Zlh\ngj\h\klv
jmdh\h^bb_k\eyegbl_e\vg\h]ZgZ b gZijZ\ey_l k jZg`bjh\Zgg

dZg^b^Zih\ Dhfbli_lm ih gZagZq_gbyfKb\ \hZog ZdjZjh\ g
Nhg^Z

4) Dhfbliilh gZagZq_gbyf b \hafg ZjhZ\ \Zbg bylhjh\
Nhg^Z jZkkfZljb\Z_lbkvaiz^k^ZIKley_ \Zbj_dlhjh\ Nhg^Z
lj_fv-fbgbklijZ_kjm[ebDZaZoklZgZijZ\ey_l dZg^b^Zih
jZg`bjh\Zgguf kibkdhf dZg^b^Zihkilnj[edZagZq

5) kh]eZkh\ZgZg^b^_glhf J_kim[ebdb DZaZo
Jmdh\h^bl_e_f :^fbgljkajZ^pbgZ J_kim[ebdb DZaZoklZg
gZagZqZKklylh^bj_dlhjh\hfiZogb gZ ^he`ghklv jmdh\h
bkihegbl_eh]Z]Z]ZfiZogb

Bkihegbl_evguc hj]Zg h[_ki_qb\Zj]ZgmblZpe_ggZ_\
`^g\ghc hkgih\jZpbhggh_ mijZ\ey_gbjhklv p^he]hkjh
klhbfbhklmklhch]Za\blbj]ZgblaZp

Bkihegbl_evguc hj]Zg Zdpb\hg_bjZgf\ \mbj_dlhjh\
Bkihegbl_evguc hj]Zg ih^ jnkdh\hZkb]h^dlhjh\
jZajZ[Zlu\Z_l kljZl_]bkj]ZgblaZp

Bkihegbl_evguc^h]Z_g h[_ki_qblv

1) hkms_kl\ey_gb_ ^_yl_evghklb \ khhI_kl\bkb
aZdhgh^ZIZ_e\klm[ebdb DZaZoklZg \gmlj_ggbo ^hdm
hj]ZgblaZpj_r_gbyf h[s_]h kh[jZgbkhdZpjhgd]hjh\
2) gZ^e`Zs__ mijZ\ey_gb_jbkgZofb dhggjmjev

3) \u^_e_gb_ j_kraijkhj\ZebaZpbb j_r_gbc h[s_]h
Zdpbhg(jhbgkl_gggh]h Zdkp\hg^ZjZ_dlhjh\
4) h[_ki_q_gb_ [_ahiZkgZ]hllg_b]h]ZgblaZp

5) kha^Zgb_ ZlfakZrb_gjlu_j_kh\Zggghklb b ehye\ghkl
hj]ZgblaZjZa\blb_ dhjihjZlb\ghc dmevlmju

Kh_l ^bj_dlhjh\ hkms_kl\ey_l dhgljhev gZ^\
bkihegbl_evh]Zhg Zj]ZgblaZp Dhgljhev fh`_l [ulv j_Z
ihkj^kl\hf ij^hklZkehegbl_eh]Zfghf j_]meyjghc hlq_

Kh_lmbj_dlhjh\ b aZkemrtbkZhggbfl_evh]Zhg Z ih \hijkZ
bkiheg_gby kj^g_kjhqguo ieZgh\ jZa\blby b ^hklb]
j`_ h^gh]h jZaZ \ d\ZjZe < kemqZ_ ihemq_gby

j_amevlZih\ jZkhihuegbl_evh]Zhg ZKh_l^bj_dlhjh`_l
^hkjhqig_hdj]Zlviheghfhygm dh\h^bbke]yegbl_eh]Z]ZgZ b bel
_]h qe_gh\
Jmdh\h^bl_ev_gubk]hegbl_evh]Zhg Z ^he`gu h[eZ^

^hklZihqga]Zgbyfb gZ\udZfb b hiulhf g_h[oh^bfufb
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Jmdh\h^bl_bek]hegbl_evg]h]ZgZ ihfbfh lj_[h\Z
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\ Zdlb\gh\faZbfh^_ckl\b b dhgkljmdlb\gh \ukljZb\
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kh[ex^Zlvky ijZ\beZ ih gZagZq_gbyf \hagZ]jZ`^
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kdeZ^u\Z_lky ba ihklhygghc b i_jj^_gmkcZgqZk_lgk
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aZ^Zq i_jkhgZevgu_ dhfi_l_gpbb jZ[hlgbdZ b_]h dl
jugd_ \deZ^ \ghkbfuc ^Zgguf ebpjhZgbajZmjb_lbgv
^he`ghklguo hdeZ^h\ \oZgZ^eiz]pbygd hghfbq_kdZy kbln
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jZ[hlgbdZ]jZgbZp

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\uihegbx kj_^g_kjhqguo p_be^ch^gZ^Z^q hv hij_^_e_gZ ^
dZe_g^Zjgh]h]h^Z

< kemqZ_ ^hkjhqgh]h jZklhj`_gby ljm^h\h]h ^h]h
\uieZqb\Z_lky \ khhl_lkl\bb k \gmlj_ggbfb ^hdmf_g
Kh_lh^bj_dlhjh\

20. Jmdh\h^bl_ev b bkieh_eggubl_evlgjh]ZgZ hp_gb\Zx
Kh_lh^bj_dlhjh\ Hkgh\guf djbl_jb_f hp_gdb y\ey_
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FhIb\Zpbhgg_u DI> jmdh\h^bl_evlgjh]ZgZ yhegbg_hq_n hj]ZgZ
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lj_^eh`_gby \ qZklb fhIb\Zpbhgg_uokid^g_bq_ee_vgh\
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bkieh_eggubl_evlgjh]ZgZ

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\hijhku j_ZebaZpbb kljZl_]bb jZa\blby j_r_gbc h[s_]
(_^bgkl_gZd]pbhg_KjZ_Zbj_dlhjh\ b hi_jZpbhgghc ^_y
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bkieh_eggubl_evlgjh]ZgZ ^he`gu ihemqZlv fZl_jbZeu d
aZ[eZ]h\j_fbggZ^e`Zs_]h dZlq_bkljZk_kfhlj_gbb \Z`gu

keh`gu`hijhkh\ IZdbo dZdbklijeZgZba\blbybg_klbpbhgg
ijh_dlu mijZ\e_gb_jbkdZfb fh`_l ijh\h^blvky g_kdhe
lsZI_evghc ih^]hlh\db IZdbo \hijhkh\ k mq_lhf fZk
^_yl_evghk]ZgblZpj_dhf_g^m_lky khpa^Zevbguk dhfbl_
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(^_bgk_lgh]h Zdp,bh^ejZgZulv ij_^\Zjbl_evgh jZkkfhij
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Jmdh\h^bb_eu_gkihegbg_hj]ZgZ`guklj_qZlvky
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j_`_h^gh]h jZ^aZ\
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\hagbdgh_gby kblmZpbb k dhgnebdihf bgl_j_kh\
dhgnebdIZ bgl_j_kh\ hgb ^he`gu aZ[eZ]h\j_fkgghl m
^bj_dlhjh\ ehh\h^blkeiyegebbg_hj]ZgZ aZhbZlwh
ibkvf_ggh b g_mqZkl\h\Zlv \ijbgylbb j_r_gby ih \hij
Jmdh\h^bl_ev b bkiegegbg_hj]ZgZ fh]ml aZg
^he`ghklb \ ^jm]bo hj]ZgbaZpbyo lKeh\dhZbk_l^hij]g
Jmdh\h^bl_evihegbg_hj]ZgZ eb[h ebph _^bg
hkms_kl\eyxs__ nmkjdpbgg_hj]ZgZ g_ \ijZ_ aZg
^he`ghklv jmdh\h^khegybg_hj]ZgZ eb[h ebpZ _^bg
hkms_kl\eyxs_]h rbrkghdepbbg_hj]ZgZ ^jm]h]h xjb^bq
ebpZ
<hj]ZgblZp^he`gh [ulv h[_ki_q_glgbieZg_bjfkZ_gghk
bkihegbg_hj]ZgZ F_oZgbaf b kjhdb i_j_ba[jZ
bkihegbg_hj]ZgZ ^he`gu fhlb\bjh\Zlv bo gZ
^he]hkjhqguo j_amevIZlh\ ij_^mkfZljb\Zy \hafh\
hk\h[h`^_gby hl ^he`ghklb \ kemqZ_xqg\ubuimelZgZby
^_yl_evghklb
< kemqZ_ kf_gu jmdh\h^bl_eykith egbbg_hj]ZgZ
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\gbfZgb_ j_amevIZlu bo ^_yl_evghklb ih dmj b k m f u Z_
kf_gu ij_^k^ZI_ey Kh_IZ ^bj_dlhjh\ j_dhf_g^m_l
ij__fkl_gghklv \ khklZ_ Kh_IZ ^bj_dlhjh\

Bkihegbl_ev guc hj]Zgh[^k e`q g l v kha^Zgb_ hilb
hj]ZgbaZpbhgghc kljmdlmju

Hj]Zgb a Z p g Z l y m d l m j Z ^ h e ` g Z [u l v g Z i j Z \ e _ g Z g Z

- 1) wnn_dlb\ghklv ijbgy lby j_r_gbc
- 2) m_ebq_gb_ ijh^mdlb\ghklb
- 3) hi_jZlb\ghklv ijbgy lby j_r_gbc
- 4) hj]ZgbaZpbhggmx]b[dhklv

HI[hj dZg^b^Z l g Z \ Z d Z g l g u _ i h a j Z p b a Z p h e ` _ g
hkms_kl\ev g l Z k y k g h \ _ h l d j u l u o b i j h a d Z m j g g o p _ ^ m j
hj]Zgb a Z p k m s _ k l \ m _ l i m e j Z d Z l g b d h j \ h a _ j \ Z a d h l h j h] h
ihke_^mxs_f fh]ml ijhba\h^blvky gZagZq_gby gZ jm
kj_g_]h b \ukr_]h f_g_ZZ[fh_l g l Z d b ijhoh^yl hp_gdm gZ
hkgh_

21. KemqZb gZjmr_gby ghjf Dh^_dkZ ^_eh\hc wlb
bkihegbl_ev g u h e h h j]ZgZ u ^ h e \ h g b l v k y j m d h \ h k b h e g b f l _ e v g h
hj]ZgZ ^h k\K h \ g h Z y j _ d l h j h \

Qe_l k i h e g b l _ e v g h j]Z g Z ^ h i m k l b \ r b c g Z j m r _ g b _ g h
^_eh\hc wlbdb g_ fh`_l b k u i l v e g b l g e v i g j]Z g Z e x [h c ^ j m
hj]Zgb a Z p

22. < kemqZ_ \hagbdgh_gby dhjihjZ, l b m g u Z k l g d h g b
baukdb\Zxl imlb bo j_r_gby iml_f pi_e y p h \ h j h k i \ q _
wnn_dlb\ghc aZsbluhj]Z g b a Z p Z b g l _ j _ g h u o Z g l h j h g

Wnn_dlb\ghklv jZ[hlu ih ij_^mij_`^_gbx b m
dhjihjZlb\guo dhgnebdh\ ij_^iheZ]Z_l ij_`^_ \k_]h t
kdhj_cr__ \uyle_gb_ lZdboqd h g m e b d h h \ j ^ b g Z p b x ^ _ c k l
hj]Zgh j]Zgb a Z p

DhjihjZlb\gu_ dhgnebdlu ijbd k h i ^ j Z k b \ g b] d j _ l Z j y
jZkkfZlj b \ Z x i j k y k ^ Z l _ e h f _ l Z b j _ d l h j h]] Z g b a Z p < kemqZ
\h\ e _ q _ i g b y k ^ Z l k e l y l Z b j _ d l h j h \ \ d h j i h j Z l b \ g u c l Z d o n e
kemqZb jZkkfZl j D h Z b l l k l y h f g Z a g Z q _ g b y f b \ h a g Z] j Z ` ^ _ g

=eZ 6Z MijZ\ e _ g b _ j b k d Z f b \ g m l j _ g g b c d h g l j h e v

< Nhg^_hj]Z g b a Z p ^ h e ` g Z [u l v k h a ^ Z g Z w
nmgdpbhgbjmxsZy kbkl_fZ mijZ\ e _ g b y j b k d Z f t e y b \
gZijZ\ e _ g g Z y g Z h [_ k i _ q _ g b _ j Z a m f g h c m \ _ j _ g g h k l b
hj]Zgb a Z p k \ h b o k l j Z l _] b q _ k d b o b h i _ j Z p b h g g u o p _ e
kh[hc kh\hdmighklv hj]ZgbaZpbhggguo iheblbd ijhp_

^_ckl\bc f_lh^h\ b f_oZg^a^ghy mijZha^ZKZ\flud
^bj_dlhjh\ b bkihegbl_ev guf h]j]ZgbaZpbb [_ki_q_g
1) hilbfZevgh]h [ZeZgkZ f_`^m jhklhf klhbfhkl
ijb[uevghklvx b khijh\h`^Z_fufb bo jbkdZfb
2) wnn_dlb\ghklb n-bogZagk\h_gghc g^k_yb_evb
^hklb`_gby nbgZgkh\hc mklhcqb\hklb dhfiZgbb
3) khojZgghklb Zdib\h\ b wnn_dlb\gh]h bkihev
dhfiZgbb
4) ihegbl gZ^`_g b k^hklh_pgrbkdZgkh\hc b mijZ\e_g
hlq_lghklb
5) kh[ex^_gby lj_[h\Zgbc aZdhgh^Zd_beDKZaZoklZg
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6) gZ^e`_Zs \gmlj_g]h dhgljhey^ey ij_^hl\jZs_gb
fhr_ggbq_kl\Z b h[_ki_q_gby wnn_dlb\ghc ih^^_j`d
hkgh\guo b \kihfh]Zl_ev^gjhq_`k^ag_b ZgZebaZ j_a
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Kh_l ^bj_dlhjh\ bkihegbbuev hj]Zg ^he`gu h[_ki
g^j_gb_ dmevlmju gZ^e`_Zs_]h mijZ\e_gby jbk
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\gmlj_gg_]h dhgljhey \hj]ZgbaZp ^he`gh bf_lv q_
ghjfZlb\gmx [Zlagm\Zggmx gZ emqr COSQZblfdZro^heh]b
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2. Kh_lhf ^bj_dlhjh\ N]j]ZgbaZp^he`gu [ulv hij_^_e
ijbgpbui b ih^oh^u d hj]ZgbaZpbb kbkl_fu mijZ\
\gmlj_gg_]h dhgljhey bkoh^y ba aZ^Zpqq_wlhfice m^krlb
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jbkdZfb b \gmlj_gg_]h(bgh_g]ljhey)ZgdhZp_ipby ihkljh_
kl_fu \gmlj_gg_]h dhgljhey^g^p_2p_y & 2MizZ\@_gb_
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the Treadway CommissionF_`^mgZjh^guc klZg^Zjl BKH_`f_gl
jbkdZ ljbgbpbimdb\h^ysb_ m,dZ_aZmgy^h^guc klZg^Zj
@_g_^`gl jbkdZ L_ogbdb hpbg^j]b jbkdh^a
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dhgljhey \ Nhg^h]j]ZgbaZp gZpZ_gZg ihkljh_gb_ kbk
mijZ\e_gby kihkh[ghc h[_ki_qblv lhqgh_ ihgbfZ
ijb_fe_fhklb mjh\gy jbkdh\ jZ[hlgbdZfb f_g_^`f_glhf
ijb ijbgylbb bfb j_r_gbc [ukljh j_Z]bjh\Zlv gZ jbk

dhgljhev gZ^ hkgh\gufb b \kihfh]Z-ijbpgkfbZfb[b
 `^g\gufb hi_jZpbyfb Z lZd`_ hkms_kelvghly
 bgnhjfbjh\Zgb_ jmdh\h^kl\Z khhl_lkl\mxs_]h mj
 kms_kl_gguo g_^hklZldZo b h[eZklyo ^ey memqr_gby
 ljbgbpiu b ih^oh^u d hj]ZgbaZpbb wnn_dlb\ghc
 jbkdZfb b \gmlj_gg_]h dhgljhey ^he`gu ij_^mkfZijb\Zl
 hij_^_e_gbb_ pZ^eZq kbkl_fu mijZ\`e_gby jbkdZfb
 dhgljhey

hj]ZgbaZpbgmx kbjkm_dflmjmmijZ\`e_gby jbkd
 \gmlj_gg_]h dhgljhey k ho\Zlhf \k_o mjh\g_c ijbgylb
 jheb khhl_lkl\mxs_]h mjh\gy \ ijhp_kk_ jZajZ[h
 ijbfg_g_gby b hp_gdb kbkl_fu mijZ\`e_gby jbkdZfb b \g
 hkgh\gu_ lj_[h\Zgby d hj]ZgbaZpbb ijhp_kkZ
 ih^oh^u d hij_^_e_gbb_ bZ d ihjy^hd b^_glbnbdZpbb
 jbkdh\ hij_^_e_gb_ f_lh^h\ j_Z]bjh bZ gby fhgblhjb
 lj_[h\Zgby d hj]ZgbaZpbb kbkl_fu \gmlj_g
 ijh_^_gbx dhgljhevguo ijhp_^mj oZjZdl_jbklbdZ d
 hkgh\guo dhfihg_glh\ kbkl_fu \gmlj_gg_]h dhgljhe
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 <h \gmlj_ggbo ^hdnmfg_gZ Zbb]ZgbaZp`he`gu [ulv
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 j_\babhgghc dhfbkkbb ih^jZa^_e_gby \gmlj_gg_]h
 ih^jZa^_e_gg]ZgbbZ lZd`_ ihjy^hd bo \aZbfZ^dZk\l
 hj]ZgbaZpbb b nmgdpbhgbjh\Zgby kbkl_fu mijZ\`e_gb
 dhgljhey

Kh_lu ^bj_dlmjh]ZgbaZp ijb ml_j`^_gbb \gmlj
 ^hdmf_glh\ \ h[eZklb mijZ\`e_gby jbkdZfb b \gm
 jmdh\h^kl\mxlky ijbgylufb Nhg^hf g^h]Zl b\guzbb
 j_]eZf_glbjmxsfbf \hijhku mijZ\`e_gby jbkdZfb b \gmlj
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 dhfiZgbc ^he`gZ [ulv aZdj_ie_gZ Khl_llk\l]ggh\hkhv b
 bkihegbg_uvhj]Zgh\ ih hj]ZgbaZpbb gb_x hv_nki_dlb\gh
 nmgdpbhgbjh\Zgby kbkl_fu mijZ\`e_gby jbkdZfb b \g
 dhgkheb^bjh\Zgghc hkgh_

3. Bkihegbl_evgu_ hj]Zghj]ZgbaZp`he`gu h[_ki_q
 kha^Zgb_ b ih^^_j`Zgb_ nmgdpbhgbjh\Zgby wnn_dlb\
 jbkdZfb \gmlj_gg_]h dhgljhey ljhp_kk mijZ\`e_gby [ulv
 bgl_]jbjh\Zg k ijhp_kkZfb ieZgbjh\ZgbeZg kZjZ\l]by
]h^h\hc [x^`_l b hp_gdb j_amevlZlhmj]ZgbyalZ`evg
 mijZ\`e_gq_kdZy hlq_lghklv

DZ`^h_ ^he`ghklgh_ ebpb hN]Zg^Zp e[_ki_qb\Z
 gZ^e_`Zs__ jZkkfhlj_gb_ jbkdh\ ijb ijbgyllb j_r_gbc

Bkihegbl_ evguc hj]Zg NhgZgZbaZp he`_g h[_ki_q
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Bkihegbl_ uecv hj]Zg
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mijZ\ e_gby jbk dZfb b \gmlj_gg_]h dhgljhey

hI\ _qZ_ l aZ \uiheg_gk\ _jZr_j_gdjh\ b j_dhf_g^
Dhfbl_I Zm^blm \ h[eZklb b]Zgkla fu mijZ\ e_gby jbk
\gmlj_gg_]h dhgljhey

hkms_kl\ey_ l fhgblhjb] kbkl_fu mijZ\ e_g
\gmlj_gg_]h dhgljhey \ khhI\ _lkl\bb k lj_[h\Zgbyfb \g
h[_ki_qb\Z_ l kh_jr_gkl\h\Zgb_ ijhp_kkh\ b ij
jbkdZfb b \gmlj_gg_]h dhgljhey k mq_lhf baf_g_gbc \
kj_^_ [bag_kZ

< p_eyo j_ZebaZpbb ijbgpbi h\ \gmlj_gg_]h dhg
wnn_dlb\ghklb kbkl_fu mijZ\ e_gby jbk dZfb b \gn
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jmdh\h^bl_eyfb kljmdlmjguo ih^jZa^_e_gbjch p_e_kkhev pZ

Jmdh\h^bl_eyfb kljmdlmjgugbich^jZa^_evp ijh[ba_kk_hk\
\ khhI\ _lkl\bb kh k\hbfb nmgdpbhgZevgufb h[y
hI\ _lkl\ _gghklv aZ jZajZ[hldm ^hdmf_glbjh\Zgb_ \g
jZa\blb_ kbkl_fu mijZ\ e_gby jbk dZfb b \gmlj_gg_]h
bf nmgdpbhgZevgufb ^_yl_evghklb dhfiZgbb

Hj]Zgbl_ ZgZljmdlmjZ kbkl_fu mijZ\ e_gby jbk dZfb
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^_yl_evghklb`gZ ij^mkfZljb\Zlv gZebqb_ kljmdlmjgh
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b \gmlj_gg_]h dhgljhey d aZ^ZqZf dhlhjh]h hlgkylky

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nhjfbjh\Zgby ieZgh\ f_jhijb_Zljbqjh\Zgpx gZ jbkdb b

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 mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey
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 J_dhf_g^m_lky qlh[u jmdh\h^bl_ev dmjbmxsbc
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 Kh\f_s_gbk ^jm]bfb nmgdpbyfb ^himkdZebkyg \ kreamgZ
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 4. Kbkl_fZ mijZ\e_gby jbkdZfb b \gmlj_gg_]h d
 hj]ZgbaZphe`gZ [Zabjh\Zlvky gZ \ukhdhfc_gdmevlgmlj
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 lZd`_ ijbgylb_k\h_j_f_gguo b Z^_d\Zlguo f_j ih kgb
 dhlhju_fh]ml g_]Zlb\gh \ebylv gZ ^hklb`_gb_kl
 j_ZbaZpbx hi_jZpbhgguo aZ^Zq b j_imlZpbx dhfiZgbb
 ljh_^mju ih mijZ\e_gbx jbkdZfb ^he`gu h[_ki
 j_Z]bjh\Zgb_gZ gh_u_jbkdb bo q_ldmx b^_glbnb
 \eZ^_evp_jbkdZ < kemqZ_ex[uo g_ij_^b^_gguo ba
 beb wdfhbq_kdhc kj_^_ NjhZgZbaZp ^he`gZ hkms_kl\e
 kjhqgZy i_j_hp_gdZ dZjlu jbkdh\ b-Zii klbhm_lkl\b_jb
 Kh_lhf ^bj_dlhjh\ ^he`_g [ulv ml_j`^_g h[svc m
 jbkdm b mjh\gb lhe_jZglghklb \ hlg hr_gbb dehe`gwo j
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 ijhZgZebabh\Zlv kl_i_gv \ebygby ihl_jvZijiZ\gub jZ
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Mjh\gb lhe_jZglghklb ih dexq_\uf jbkdZf i_j_kfZl
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 efbflu dhlhju_h]jZgbqb\Zxl jbkdb \ih\k^g_ghc ^_
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 jbkdh\ ieZg_f_jhijbylbc ih j_Z]bjh\Zgbx gZ jbkdb
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Hkms_kl\ey_fZy hp_gdZ jbkdh\ ^he`gZ ijb\h^b
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 hj]Zgbazp

Kh_l ^bj_dlhjh\kifbljZgb j_]bkljZ b dZjlu jbkdh
 m[_^blvky qlh hgb \dexqZxl jbkdb dhlhju_ ^_ckl\b
 j_ZebaZpbx kljZl_]bq_kdbo aZ^Zq Z ijb jZkkfhlj_gb
 j_Z]bjh\Zgbx gZ jbkdb m[_^blvky \ihe_aghklb f_jhijb

JZ[hlgb Nhg^Zj]Zgbazp gZ _ ^g_ghc hkgh_ j
 jbkdZfb mijZ\eyxl bfb b ijh\h^yl fhgblhjb] bo ihl_g
 \kn_j_ k\hbo nmgdpbhgZevguo h[yaZgghkl_c

BgnhjZpby h jbkdZo ^he`gZ y\eylvky kh
 mijZ\ey_gq_kdhc hlq_lgh^kdp_dlkjh\bbihegbguo hv hj]Zg
 ^he`gu j_]meyjgh ihemqZlv bgnhjZpbx h dexq_\uo
 lhqdb aj_gby \ebygby gZ kljZl_]Zgbx b f]Zggbk

MI_j`^_gb_ _d\ZjZevguo dhgkheb^bjh\Zgguo
 ^he`gh [ulv aZdj_ie_lhf aZjKhd\lhjh\

5 < Nhg^h]Zgbazp ^he`gu hkms_kl\eylvky j
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 lj_f dexq_\uf h[eZklyf hi_jZpbhggZy ^_yl_evghklv i
 hlq_lghklb b kh[ex^_gb_ dhg]h^ZgbecvkaZ J_kim[ebdb
 b \gmlj_ggbo ^hdmf_glh\

Dhgljhevgu_ ijhp_^mju y\eyxlky ^hdmf_glZevgh
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 \uye_gbx b kh_jr_gbx g_klZg^Zjlguo hi_jZpbc Z lZ
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 hj]Zgbazp

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 hi_jZpbhggZy ^_yl_evghklv ih^]hlh\dZ nbgZgkh\hc
 lj_[h\Zgbc aZdhgh^Zl_evkl\Z JlZgi nb[e g dhj_DgZabZoo K hdm
 b [ulv gZijZ\ey_gu gZ

- 1) kgb`_gb_ _jhylghklb \hagbdgh_gby \hafh`guo
- 2) ij_^hl\jZs_gb_ \hagbdgh_gby beb hij_^_e_gb_ ihke_ bo kh_jr_gby
- 3) \uy\e_gb_ b mkljZg_gb_ ^m[ebjmxsbo b ba[ulhc
- 4) \uy\e_gb_ g_^hklZldh\ b h[eZkl_c ^ey memqr_g
- 5) ^Zevg_cr__ kh_jr_gkl\h\Zgb_ kbkl_fu \gmlj_gg_ <g_^j_gb_ dhgljhevguo ijhp_^mj ij_ jZajZ[hldm ZdlmZebkZpfbxh[ebhlpkkkZf k mdZaZgb_ ijhp_kkgh]h mjh\gyjhevguo ijhp_^mj jZajZ[hldm Z fZljbpu jbkdh\ b dhgljhe-ichph_kkZfg_k_klbjh\Zgb_ dhg ijhp_^mj b mpogwonn_dlb\ghklb nhjfbjh\Zgb_ ieZgZ ^Zevg_cr_fm kh_jr_gkl\h\Zgbx kbkl_fu \gmlj_gg_]h d HI_lkl\gghklv aZ ml_j`^_gb_ dhgljhevguo ijhp_^ aZ\bkbfhklb hl oZjZdl_jZ b kms_kl_gghklb jbkdZ ih mklZgZ\eb\Zxlky khhl_lkl\mxsb_ dhgljhevgu_ ijhp_^ 6. < Nhg^_hj]ZgbahZp ^he`gu [ulv \g_^j_gu ijh ijbgpbiuim^oh^u \ h[eZklb mijZ\e_gby jbkdZfb b \gm ijZdlbdZ h[mq_gby jZ[hlgbdh\ b ^he`ghklguo ebp h jbkdZfb Z liZdp_kk ^hdmf_glbjh\Zgby b k\h_j_f_gg g_h[oh^bfhc bgnhjZpbb ^h k_^_gby ^he`ghklguo ebp AgZgh kbkl_f_ mijZ\e_gby jbkdZfb ^he`gu [ulv k \k_f jZ[hlgbdZf b ^he`ghklguf ebpZf dhlhju_ ^he`gu b ih^oh^u \ h[eZklb mijZ\e_gby jbkdZfb b \gmlj_g ij_^klZ\e_gb_ h ijbgylhc emqr_c ijZdlbd_ \ wlhc kn_j JZ[hlgbdb Nhg^]ZgbahZp`_]h^gh Z lZd`_ ijb ij jZ[hlm ^he`gu ijhoh^blv h[mq_gb_ \h^guc bgkljmdlZ ijbgylhc kbkl_fhc mijZ\e_gby jbkdZfb b \gmlj_gg j_amevlZIZf lZdh]h h[mq_gby ^he`gh ijh\ahZgby l_kll < jZfdZo kbkl_fu mijZ\e_gby jbkdZfb b \gmlj_gg_ [ulv hj]Zgbah\Zg [_ahiZkguc dhgnb^_gpbZevguc]hjyqZy ebgby bgnhKfb\jh\Zgby dhjDhfbl_lZ Zm^blm ih^jZa^_e_gby \gmlj_gg_]h ZrgZhmZr_gbcZaZZdhgh^Zl J_kim[ebdb DZaZoklZg \gmljDhggbokZemph^mwlbdb ex jZ[hlgbdhf b ^he`ghklguf ebp hf 7. Kh_lm ^bj_dlhjh\hN]Zg^ZaZp_g_h[oh^bfh ij_^ijbgb khhl_lkl\mxsb_ f_ju ^ey lh]h qlh[u m[xsZlvkybklq]fhZ mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey khhl_l Kh_lhf ^bj_dlhjh\ ijbgpbiZf b ih^oh^Zf d __ hj]Zgb nmgdpbhgbjm_l HIq_lu ih jbkdZf ^he`gu \ughkblvky ^bj_dlhjh\ g_ j_`_ h^gVZjhZjZ abZ h[kdm`^Zlvky gZ^e_`Zs \ iheghf h[t_f_ Kh_l ^bj_dlhjh\ kh\f_Dhgbl_khfh Zm^blm g_k hl_lkl_gghklv aZ ijh_^_gb_ _`_]h^guo hp_ghd w

mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey Kh_l
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gZ^e`Zs_]h b lsZI_evgh]h barogZgbyqhKZgh\ZgghmjfZp
]ZjZglbyo ^h_^_gguo ^h g_]h ih^jZa^_e_gb_f \gr
\g_rgbf wdki_D hfb_l_hf Zm^bbkibegbguefvj]Zg.h

Kh_lm ^bj_dlhjh\ g_ j_`_ h^gh]h jZaZ \]h^ ke
\hijhku hj]ZgbaZpbb nmgdpbhgbjh\Zgby b wnn_
mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey b ijb g
j_dhf_g^Zpbb ih __ memqr_gbx K_^_gkfh]h_gjbyan
Kh_lhf_bj_dlhjh\ \hijhkh\ wnn_dlb\ghklb kbkl_fu \gml
ij_^hkIZ\eyZdkybhg(mZfZklg)bdZkhkIZ_]h^h\h]h hlq_IZ

8 < Nhg^_hj]ZgbaZp ^he`gZ [ulv kha^ZgZ
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mijZ\e_gby jbkdZfb b \gmlj_gg_]h dhgljhey b ijZd
mijZ\e_gby

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ihkj_^kl\hf kha^Zgby hl^_evgh]h kljmdlmjgh]h ih^j
hj]ZgbaZp \ nhjf_bh\Z] \ k hj]Zgbq_gghc hl_lkl_gghk
\gmlj_gg_]h Zm^bIZ ^he`gu [ulv \haeh`_gu g
dhfbkkbx j_bahjZ nmgdpbhgZgZgexihZhgqfmgkK_lm
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\aZbfh^l\bk k hj]ZhgZgbaZp^he`gu mkIZgZ\eb\Zlvky
ijbgpbih\ baeh`_gguo \ gZklhys_f Dh^_dk_ ijbfg
\gmlj_gg_]h Zm^bIZ P_eb iheghfhqby b hl\
d\ZebnbdZpbhggu_ lj_[h\Zgby lj_[h\Zgby d ijhn_kk
Zm^blhjh\ ^he`gu [ulv hij_^_e_gu \h \gmlj_gg_f ^
lhev`_gbb h K<: lhev`_gb_ h K<: ^he`gh jZa
ml_j`^Zlvky k mq_lhf lj_[h\Zgbc F`^mgZjh^guo
klZg^Zj]h\ \gmlj_gg_]h Zm^bIZ b dhjihjZlb\ghu[eZklZog^
\gmlj_gg_]h Zm^bIZ H[yaZgghklvxhK]hZgbbZp]e\h_kly
h[_ki_q_gb_ ihegh]h khhl_lkl\by lhev`_gby h K
ihlj_[ghklyf [baj]ZgZbaZp

< lhev`_gk<:mij_^_eyxiky b aZdj_ieyxiky
1) ijb_j`_ggghklv ijbgpbiZfheh`_gbyf ijbgylu
f`^mgZjh^guf Bgklblmlhf \gmlj_ggbo Zm^blhjh\ 7K
Auditors);

- 2) klZImk p_eb b aZ^Zqb \gmlj_gg_]h Zm^bIZ dhf
- 3) mkeh\by h[_ki_q_gby g_aZ\bkbfbhklb h[
ijhn_kkbhgZkka^Zy ^hklb`_gby paZe^Zcq \gmlj_gg_]h Z
wnn_dlb\gh]h \uikagk\ghbyo nmgdpb b h[yaZgghkl_c
- 4) d\ZebnbdZpbhggu_ lj_[h\Zgby d jmdh\K^cl_ex b
- 5) h[t_f b kh^_j`Zgb_ ^_yl_evghklb \gmlj_gg_]h Zr

6) ijZ\h ^hklmiZ d ^hdmf_gIzpb b k_jhZre^g b d Zzfd b b f.
ijb \uiheg_gbb khhl_lkl\mxsbo aZ^Zgbc

7) ihjy^hd \aZbfh^_kkl\by Kh_lhf ^bj_dlhjh\
bkihegbgufvhj]Zghf b ij_^klZ\e_gby DhfbllgmZlh^blm
Kh_lm ^bj_dlhjh\
< p_eyo h[_ki_q_gby wnn_dlb\gh]h \h]Zlg b p]h

Nhg^ hkms_kl\ey_l f_lh^heh]bq_kdh_ h[_ki_q_gb_ \g
ml_j`^_gby dhjihjZlb\guo klZg^Zjlh\ b f_lh^bq_k
j_]eZf_glbjmxsbo \hijhku kha^Zgby b ihjyKedZ ^
hj]ZgbaZp

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ijhn_kkbhgZebafm \gmlj_ggbo Zm^blhjh\, qjlh^mk
\gmlj_ggb_ Zm^blhju ^he`gu h[eZ^Zlv agZgbyfb
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h[yaZgghkl_Kc wlhc p_evx d jZhdZjZlb\guo klZg^Zjlh\
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lj_[h\Zgby d jmdh\h^bl_ex k<j:Z[degbZzb_ lj_[h\Zgb
qZklb ijhn_kkbhgZevguo agZgbc b gZ\udh\ hiulZ jZ[
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(\gmlj_ggbfZm^blhjZf j_dhf_g^m_lky ^_fhgkljbjh
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k_jlbnbdZ b d\ZebnbdZpbc gZijbf_j @>biehfbjh\Zg
Zm^blhj^a & INTERNALS X B G W R U &,\$ b ^jm]bo k_jlbnbdZl
f`^mgZjh^guf Bgklblmlhf \gmlj_ggbo Zm^blhjh
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10. >ey h[_ki_q_gby g_klZ\bk b fh_dlb\ghklb \gmlj
Zm^bKZ<:^he`gZ [ulv hj]ZgbaZpbhggh ih^qbg_gZ b
ih^hlq_lkZ_lmbj_dlhjh\ Kh_l ^bj_dlhjh\ ijbgbfZ_l
ml_j`^_gbx ieZgh\ b kljZl_]bK<:[x^evk khbj_^_ey_l
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Dhfbllhm Zm^blm ih^eh^jmbyo iheblbd \ h[eZklb \g
Zm^blZ j_]eZf_glbjmxsbo p_eb aZ^Zqb nmgdpbb
K<:

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ij^hklZ\e_gkh_lmbj_dlhjh Dhfbllhm Zm^blm
_`_d\ZjIzevguo b]h^h\h]h hlq_lZ h \uiheg_gbb]h^h\
b bghc bgnhjfZpbb h ^_yl_evghklb \gmlj_gg_]h Zm^bl

mI\ _j`^ _kfb\ _lh^bj_dlhjh\ ij_ ^\Zjbl_evgh_ jZk
Dhfbl_lhfh Zm^blm j_r_gbc h gZagZq_gbb hk\h[h`^_
\hagZ]jZ`^_gbb jmdh\h^bl_ey b jZ[hlgbdh\ ih^jZa^
Zm^blZ

mI\ _j`^ _kfb\ _lh^bj_dlhjh Dhfb_lhfh Zm^blm [x`^
K<:

jZkkfhIj_ gh\ _lh^bj_dlhjh Dhfb_lhfh Zm^blm
kms_kl\ _gguo h]jZgbq_gbc Kih: e g l h q b g u o h]jZgbq_
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11. Jmdh\h^bK<evhj]ZgbayZp ^hejZgjZ[hI]Zgmlj_ggb_
^hdmf_g_ljmebjmxsb_ ^_yl_evghklv ih^jZa^_e_gby
dhjihjZlb\guo klZg^Zjlh\ Nhg^Z \ h[eZklb \gmlj_gg_]]
bo jZkkfhIj_gb_ b mDhfba^_ghf_Zm^blm b Kh\ _lhf ^bj_d

<gmlj_ggb_ ^hdmf_glu j_]eZf_glbjnkxs b^he`_gul_e
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\ khhl_lkl\bb k lj_[hI]Zg^Zy.fhb\

Iheblbdb b ijhp_ ^mju j_]mebjmxsb<; g_y^he`_guk
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Zm^blZ g_ j_]eZf_glbjmxl hl^_evgu_ \K<:hkj]Zg^Zp_ev
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khhl_lkl\bb k lj_[hI]Zg^Zy.fhb\ Z lZd`_ gZ hkgh_ j_
Nhg^Z ih b]Zgbb \gmlj_gg_]h Zm^blZ

12 K<: hkms_kl\ey_l k\hx ^_yl_evghklv -gZ
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^bj_dlhjh\ J_amevIZlu Zm^blhjkdbo hlq_lh\ b de
_`_d\ZjIzevgh \ughkylky gZkhjZkZb]j]d]gh\

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jbkdZo knhjfbjh\Zggh_ ihke_ bkhgheng e_gulZp]Zghf b
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fg_gbc b \u\h^h\ \gmlj_gg_]h Zm^blZ

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hij^_e_gb_ Z^_d\Zlghklb djbl_jb_\
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\ dhfi_l_gkx

8) \aZbfh^_ckl\b_ b dhhj^bgZpby ^_yl_evghklb
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14. Jmdh\h^bK<e^he`_g jZajZ[h]Zlv b ih^^_j`b\Zlv
]ZjZglbb b ih_ur_gby dZq_kl\Z ho\Zlu\Zxsmx \k\
\gmlj_gg_]h Zm^b]Z ^mkfZlj\b\Zxsmx h[yaZl_evgh\
\gmlj_gg_c b \g_rg_c hp_gdb<^_yl_evghklb

Hp_gdZ wnn_dlb\ghklb ^_yl_evghklb K<: __
jZ[h]gbdh\ hkms_kK\ey_lhK^j_dlhj\ gZ hkgh_ jZkkt
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Nhg^ h[]Zgb^ he`g\h_ \j_f_ggkhdju\Zlv bgnhjfZpb
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bgl_jj_kmj_k_ Zm^bjh\Zggmx]h^h\mx nbgZgkh\
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kj_^kl\ hlq_l h[baf_g_gbyo \ dZiblZe_ =h^h\Zy ni

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dhlbjmxlky gZ [bj`_` \ l_q_gb_` ^g_c k fhf_glZ
i_jbh^Z Z nbgZgkh\Zy hlq_lghklv aZ ihem]h^b_` ih
aZ i_j\`u_`^_`ylv f_kyp_` \ hlq_lgh]h i_jbh^Z b`gle`jgZljZ
j_kmjkl_q_gb_` f`hg_glZ hdhgqZgby hlq_lgh]h i_jbh^Z

< p_eyo ih\ur_gby ijhajZqghklb ^_yl_evghklb
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^_yl_evghklb dhlk`juc ijhq`b]h kh^_j`bl l_`nZdlhju
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ihdZaZI_eyo ebd\`b^ghklb Z lZd`_` h km[kb^byd b
kemqZyo bo gZebqby

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n_^_jZp[mo]Zel_jw\nn_dlb\ghklv jZ[hlu ih \uy\e_gbx
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hj]ZgbaZpb_c oZjZdl_j nbgZgkh\uo beb ^_eh\uo hl
hj]ZgbaZpb_c kjhd ij_^hklZ\e_gby mkem] \g_rgbf Zm
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g_aZ\bkbfhklb hlkmlkl\b_ nbgZgkh]ZgbbZp h]kmlkl\b_
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5. Nhg^dhfiZgbb thj]ZgbbZp Zdpbb dh]h]mxi ky g
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Lj_[h\Zgby d kh^]h^Zgbb]h hlq_lZ fbgbfZevgh ij_^ih
gZebqb_ ke^mxs_c bgnhjZpbb
1) h[jZs_gbij_^k^ZI_e_kh_lZbj_dlhj]gZ[ex^ZI_evgh]
kh_lZ

2) h[jZs_g pmdh\h^bb_k eh y egbl_evgh]h hj]ZgZ

3) bgnhjfZpbx h Nhg^j]Zg ebaZp[sb_ k_^bg b h jfZpby
h kljmdlmj_ mklZ\gh]h dZibIzeZ \dexqZy ke_^mxsb_ ghfbgZevgZy klhbfhklv \uims_gguo Zdpbc ^he_c mo
ij_^hklZ\ey_fuo Zdpbyfb dhebq_kl\h b ghfbgZevgZy gh g_jZaf_s_gguo Zdpbc khklZ\ Zdpbhg_jh\ mqZklg
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h[ahj jugdZ b iheh`_gb_ gZ jugd_

4) j_amevlZlu nbgZgkh\hc b hi_jZpbhgghc ^_yl_e
]h^ h[ahj b ZgZeba ^_yl_evghklb hZg e k g u e v g a Z ^ i
hi_jZpbhggu_ b nbgZgkh\u_ ihdZa Z k g e h g u y k n e s g k l k l b
kh[ulby b ^hklb`_ggnh jfZpby h kms_kl_gg u e x [Z y _ e
nbgZgkh\Zy ih^^_j`dZ \dexqZy]ZjZglbb ihemqZ
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gZ k_[y Nhg^hfj] Z g e b a Z p _ k e b g _ j Z k d j u \ Z _ l k y \ k h
FKNH

5) kljmdlmjZ ZdIb\h\ \dexqZy ^hq_jgb_ aZ\bkbfbu
mjh\g_c h[ahj hkgh\gu_ blh]b bo nbgZgkh\hc
^_yl_evghkl

6) p_eb b ieZgu gZ [m^msb_ i_jbh^u

7) hkgh\gu_ nZdlhju jbk dZ b kbkl_fZ mijZ\e_gby j b

8) dhjihjZl b\gh_ mijZke j m d l m j Z dhjihjZl b\gh]h mij
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\ lhf qbke_ h g_aZ\bkbfbu ^bj_dlhjZo k mdZaZgb_f d
g_aZ\bkbfbu h k l b l h ^ _ y l _ e k g h k l b j _ d l h j g Z [e x ^ Z l _ e v g h
kh_lZ_]chfbl_! h g n h j f Z p b y h k h h l \ _ l k l \ b d h i j j Z l b d g h
mijZ\e_gby ijbgpbiZf gZklhys_]h Dh^_dkZ Z ijb
ihykg_gby h ijbgpbiZf ex^_gby dZ`^h]h b;a khjklZpbi
bkihegbl_evgh]h hj]ZgZ hlq_l h ^_yl_evghklb bk
iheblbdZ \hagZ]jZ`^_gby ^he`ghklguo ebp

9) nklhcb\h_ jZa\bIb_ \ kemqZ_ ih^]hIh\db hI^
h[eZk h k l h c k j h j Z a \ b I b y \ h a f h ` g h Z \ i e _ g h k l k k u e d b g Z ^
hlq;l

10) aZdexq_gb_ Zm^blhjZ b nbgZgkh\Zy hlq_lghklv

11) ZgZebIbqi k d Z a Z l _ e b b ^ Z g g u _ \ d e x q Z h f l u _ l \
^he`gu hljZ`Zlv kjZ\gbl_evgu c ZgZeba b ^hklb]gmluc
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hlq_lZ

6 Bgl_jg_kmjk ^he`_g [ulv ohjrrh kljmdlmjbjh\Z
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g_h[oh^bfhklb gh g_j`_ h^gh]h jZaZ \ g_^_ex

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bgnhjZpbx

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3) MklZb_gmlj_ggb_ ^hdmf_glu j_]m]e]b]m]x]s]b_ ^_y
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4) bgnhjZpbaZxw]l]b]q_k]d]b]o i]b]g]p]b]i]Z]o

5) bgnhjZpbaZx]m]i]j]Z\]e]j]g]l]b]b]Z]f]b

6) ^b\b^_g^g]m]e]b]l]b]d]m

7) bgnhjZpbaZx]q]e_g]Z]h_l]Z]b]j_d]l]h]j]h]d]e]x]q]Z]y ke_^m]x]s]
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8) bgnhjZp~~bx~~ qe_gZo ijZ\e_gby \d~~ex~~qZy\k~~e~~_g~~by~~
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 kh\f_kl~~bl~~_evkl\m dhebq_kl\h b ^hey ijb~~g~~Z^e`Zsbo Z
 dhfiZgbc

9) nb~~g~~Zgkhh~~h~~ax_lghklv

10)]h^h\u_ hlq_lu

11) bgnhjZp~~bx~~ \g~~gr~~_f Zm^~~pl~~hj_

12) bgnhjZp~~bx~~ aZdmihqghc ^_yl\~~d~~exqZy\k~~e~~ b ijZ\be
 h[ty\e_g~~by~~j_amea~~ZZ~~dmihd

13) bgnhjZp~~bx~~ kljmdlmj_ mklZ\gh]h dZibIZeZ \dex
 k_^_gby dhebq_kl\h b ghfbgZevgZy klhbfhklv
 ^he_c mqZ~~kl~~kyZgb_ ijZ\ ij^~~h~~klZ\ey_fuo Zdpbyfb
 ghfbgZevgZy klhbfhklv h[ty\e_gguo gh g_jZaf_s_
 Zdpbhg_j~~h~~qZklgbd~~h~~ebq_kl\h b ^hey ijb~~g~~Z^e`Zsbo bf
 ^he_c mqZ~~kl~~ky^hd jZkihjy`_gby ijZ\Zfb kh[kl\~~g~~ghklb

14) bgnhjZp~~bx~~ kljmdlmj_ Zdlb\h\~~d~~exqZyh[bgn
 Znnbebjh\Z~~g~~g~~h~~icZgby\k_o mjh\g_c k djZldbf mdZaZgb
 ^_yl_evghklb

15)]h^h\hc dZe_g^Zjv dhjihjZlb\guo kh[ulbc

16) bgnhjZp~~bx~~ k^_edZo \ kh\~~jr~~_gbb dhIhju
 aZbgl_j_k~~kl~~Zgg~~hd~~exqZy k_^_gby h klhjhgZo k^_ed
 mkeh\byo k^_edb ij^~~f~~_l k^_edb p_gZ k^_edb hj]Z
 h^h[j_gbb k^_edb

17) bgnhjZp~~bx~~ djmiguo k^_edZo \dexqZy k_^_g
 k^_edb kms_kl\~~g~~guo mkeh\byo^~~k~~ed~~b~~dp_gjZ^~~k~~^~~l~~edb
 ijbgy\r_f j_r_gb_ h[h^h[j_gbb k^_edb

18) bgnhjZp~~bx~~ ^_yl_evghklbm\k~~kl~~nc~~h~~]h]Za\blby

19) bgnhjZp~~bx~~ jZaf_j_ ml\~~j~~`^_gguo ^b\b^_g^h\~~h~~

20) gh\hklb b-jj~~ek~~kau

< ohe^bg]h~~h~~faZgbb ^himkdZ_lk~~yg~~gZhe~~bb~~-jj~~dk~~mjkZ
 ^ey \kh_j~~d~~ZgblaZp_]jm~~h~~ij~~d~~ZgblaZ~~ph~~e^~~hg~~hc dhfiZgbb \ijZ
 ijbgylv j_r_gb_ h gZebqbb kh[kl\~~g~~ghkl~~h~~ Z bgl_jg_l

