

Multilateral Fund for the Implementation of the
Montreal Protocol

Integrity framework of the United Nations (UN) and the United Nations Environment Programme (UNEP)

May 2025

Integrity framework of the UN and UNEP

The Multilateral Fund for the Implementation of the Montreal Protocol, having been established in accordance with the financial rules and regulations of the United Nations, follows the UN Financial Regulations and Rules, the UN Staff Regulations and Rules, and all other applicable UN/UNEP regulations, rules, administrative issuances, policies, guidelines, frameworks, and is guided by the UN principles and values. This also applies to the Secretariat and the Treasurer. Components of the relevant framework are presented below.

A. Integrity

A.1 Integrity and accountability of UN staff as public civil servants¹

Integrity is a core value of the UN. It is one of the four values under the UN Values and Behaviours Framework, which forms the basis of the UN organisational culture and informs human resources processes, such as workforce planning, recruitment, learning and performance management.

The ability to work honestly, openly, impartially and in accordance with the values of the UN is critical for all staff members. All staff members are required to demonstrate this value, irrespective of the nature of their role. “Integrity” is defined in the Framework as to “act ethically, demonstrating the standards of conduct of the United Nations and taking prompt action in case of witnessing unprofessional or unethical behaviour, or any other breach of UN standards.”

1. [UN Charter](#)

Under the UN Charter, a paramount consideration is the necessity of securing the highest standards of efficiency, competence and integrity (Art. 101(3)). The concept of integrity embraces all aspects of behaviour of an international civil servant, including qualities such as honesty, truthfulness, impartiality and incorruptibility.

2. [UN Values and Behaviours: ST/SGB/2024/4](#)

3. [UN Values and Behaviours Framework brochure](#)

4. [Staff Regulations and Staff Rules of the United Nations: ST/SGB/2023/1/Rev.1](#)

The staff regulations are established by the General Assembly and describe the fundamental conditions of service and the basic rights, duties and obligations at the United Nations Secretariat. The staff regulations establish what the UN expects of its staff and what staff may expect from the UN. They represent the broad principles of human resources policy for the staffing and administration of the Secretariat. The Secretary-General promulgates and enforces staff rules, consistent with these principles, as he or she considers necessary.

¹ The policies, regulations, rules and guidelines in this section are applicable to the Secretariat of the Multilateral Fund for the Implementation of the Montreal Protocol and the Treasurer.

5. [Standards of Conduct for the International Civil Service](#)

The International Civil Service Commission promotes the Standards of Conduct that apply to staff of all United Nations system organizations. The standards, approved by the General Assembly in its resolution 67/257, are intended as a behavioral and ethical guide.

6. [Status, Basic Rights and Duties of United Nations Staff Members: ST/SGB/2016/9](#)

7. [Putting Ethics to Work – A Guide for UN Staff Members](#)

8. [Essential Guidebook for UN Secretariat Staff](#)

This UN publication provides staff with essential information and a common knowledge base to facilitate effective work across the Organization. Chapter 5 on ethics, accountability and oversight provides information on the UN ethics framework, management of conflict of interest, maintaining a harmonious workplace, the Office of Internal Oversight Services (OIOS), the Joint Inspection Unit (JIU), the Board of Auditors. Other chapters provide information on budget and financial matters, human resources, communications, security.

9. [Anti-Fraud and Anti-Corruption Framework of the United Nations: ST/IC/2016/25](#)

The objective of the Framework, prepared in accordance with General Assembly resolutions 69/249 and 70/255, is to assist the Secretariat in promoting a culture of integrity and honesty within the Organization by providing guidance and information to UN Secretariat personnel on how the Secretariat acts to prevent, detect, deter, respond to and report on fraud and corruption.

10. [Fraud and Corruption Awareness Handbook](#)

11. [UNEP Integrity, Fraud and Corruption](#)

UNEP has adopted a zero-tolerance approach to misconduct – including fraud and corruption involving its staff members, other United Nations personnel or third parties in relation to their work with UNEP. UNEP will pursue all allegations of fraudulent acts involving any individual or entity covered by UN regulations, rules, administrative issuances, policies and procedures. The appropriate administrative or disciplinary measures, or contractual remedies will be applied if fraudulent acts are substantiated in accordance with UN procedures concerning prohibited conduct. Furthermore, UNEP may, where deemed appropriate, recover loss suffered by the organisation or refer matters involving credible allegations of criminal fraudulent acts to national authorities.

12. [UNEP Anti-Fraud and Anti-Corruption Guidelines](#)

UNEP translated the UN Framework into these UNEP Guidelines, whose purpose, considering that preventing an addressing fraud and corruption is an integral part of UNEP's day-to-day activities, is to strengthen UNEP's prevention and response to incidents of fraud.

13. [2023 UNEP Report on Fraud and Corruption](#)

14. [UN Policy on Discrimination, Harassment, including Sexual Harassment, and Abuse of Authority: ST/SGB/2019/8](#)

The Secretary-General promulgated this bulletin for the purpose of ensuring that all the personnel of the Secretariat are treated with dignity and respect and are aware of their role and responsibilities in maintaining a workplace free of any form of discrimination, harassment, including sexual harassment, and abuse of authority, and being mindful of the need to prevent such conduct and, if it occurs, to take timely appropriate corrective action, while offering support to those targeted by such conduct.

15. [Secretary-General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse: ST/SGB/2003/13](#)

16. [Advancing a Common Understanding of a Victim-centred Approach to Sexual Harassment within the Organizations of the United Nations](#)

This document includes a set of aspirational principles and intends to engender trust and confidence in victims/survivors to speak up when they experience sexual harassment. The principles are designed to assist UN system organizations in adopting a victim-centred approach.

17. [Policy on Integrating a Human Rights-Based Approach to United Nations Efforts to Prevent and Respond to Sexual Exploitation and Abuse](#)

18. [UN Protocol on Allegations of Sexual Exploitation and Abuse involving Implementing Partners](#)

19. [UNEP Prevention and Response to Sexual Misconduct](#)

UNEP has a zero-tolerance policy towards sexual misconduct, which refers to sexual harassment and sexual exploitation and abuse. Sexual misconduct is unacceptable behaviour and prohibited for all UNEP personnel. Perpetrators of sexual misconduct will be held to account for their actions. UNEP adopts a victim-centered approach to sexual misconduct, inherently respecting the dignity of victims/survivors of sexual misconduct as a key factor in the resolution of the incident. UNEP is committed to ensuring all allegations of harassment, exploitation and abuse are responded to swiftly, appropriately, and effectively and that confidentiality of all complaints and information received from victims/survivor is maintained throughout the process.

20. [UNEP Statement on Protection from Sexual Exploitation and Abuse for Implementing Partners](#)

21. [UNEP Statement on Protection from Sexual Exploitation and Abuse and Sexual Harassment for UNEP Personnel](#)

22. [Code of Conduct to Prevent Harassment, including Sexual Harassment, at UN System Events](#)

The code of conduct applies to any UN system event, which shall include meetings, conferences and symposia, assemblies, receptions, scientific and technical events, expert meetings, workshops, exhibits, side events and any other forum organized, hosted or sponsored in whole or part by a UN system entity wherever it takes place, and any event or gathering that takes place on UN system premises whether or not a UN system entity is organizing, hosting or sponsoring. The Code of Conduct applies to all participants at a UN system event, including all persons attending or involved in any capacity in a UN system event. The Code supplements, and does not affect, the application of other relevant policies, regulations, rules, including laws regulating the premises in which the UN system event takes place and any applicable host country agreements.

23. [The 2023 UNEP Annual Conduct and Discipline Report](#)

24. [Unsatisfactory Conduct, Investigation and the Disciplinary Process: ST/AI/2017/1](#)

Unsatisfactory conduct is any conduct where a staff member fails to comply with the staff member's obligations under the Charter of the United Nations, the Staff Regulations and Rules of the United Nations or other relevant administrative issuances or to observe the standards of conduct expected of an international civil servant. Unsatisfactory conduct includes conduct of sufficient gravity that rises to the level of misconduct, which may lead to the imposition of disciplinary measures, financial recovery, administrative measures and managerial action.

25. [UN Site to Report Wrongdoing](#)

OIOS has established this reporting facility to provide a confidential mechanism for individuals wishing to report waste, fraud, mismanagement, sexual harassment or other types of misconduct. The Investigations Division reviews all reports of possible wrongdoing it receives to determine whether the report is receivable for investigation. Anyone with information regarding possible wrongdoing where it involves United Nations property, assets, personnel, vendors or implementing partners, is strongly encouraged to report the matter to the Investigations Division using the Report Wrongdoing facility, or any other means.

26. [Protection against Retaliation for Reporting Misconduct and for Cooperating with Duly Authorized Audits or Investigations: ST/SGB/2017/2/Rev.1](#)

Retaliation is any direct or indirect detrimental action that adversely affects the employment or working conditions of an individual, where such action has been recommended, threatened or taken for the purpose of punishing, intimidating or injuring an individual because that individual engaged in an activity protected by the policy. If established, retaliation constitutes misconduct and is subject to sanction.

27. [Performance Management at the United Nations – A New Vision](#)

The performance management approach at the United Nations Secretariat is firmly anchored in the Secretary-General's vision to "shift the UN culture towards prioritizing tangible outcomes over bureaucratic procedures, actively managing potential risks in operations and mandate delivery, embracing innovative approaches, fostering an environment where honest errors are acknowledged and addressed swiftly with corrective actions, rather than being overly cautious and hesitant to take necessary steps." Performance management is an accountability tool to help plan, assign, monitor, and evaluate the work of UN staff members.

28. [Performance Management and Development System: ST/AI/2021/4](#)

29. [Introduction of a New Staff Selection and Managed Mobility System: ST/SGB/2016/2/Rev.1](#)

30. [Staff Selection System: ST/AI/2010/3/Rev.3](#)

31. [UN Recruitment Screening Database "ClearCheck"](#)

The screening database is a critical system-wide tool to avoid the hiring and re-hiring of individuals whose working relationship with an organization of the system ended because of a determination that they perpetrated sexual harassment or sexual exploitation and abuse. The Database also allows for the inclusion of individuals with pending allegations who leave the organization before the completion of the investigation and/or disciplinary process.

32. [Central Review Bodies: ST/SGB/2011/7/Rev.2](#)
33. [Senior Review Group: ST/SGB/2016/10/Rev.1](#)
34. [UN Financial Disclosure Programme: ST/SGB/2006/6](#)

The UN Ethics Office oversees the UN Financial Disclosure Programme (FDP), designed to identify, resolve and mitigate conflict of interest risks arising from staff members' personal financial assets, liabilities, investments, and outside activities. Under the FDP, participants, selected based on their roles and responsibilities, are required to complete a confidential electronic annual disclosure of assets, liabilities, outside activities, and affiliations for themselves, their spouses and dependent children.

A.2 Integrity in financial matters and procurement²

The UN Financial Regulations and Rules and the UN Procurement Manual are cornerstones upon which the function of procurement is built. UN organisations are the stewards of public funds that have been provided in trust by Member States to fulfil agreed purposes of the United Nations. As guardians of the integrity of the procurement process, procurement officers have to ensure that funds they have been entrusted with are spent in a professional, correct, fair, timely and transparent manner.

As a steward of the funds entrusted to its care by the Member States, it is necessary for the UN to achieve Best Value for Money (BVM) in procuring goods, services, and works, according to the relevant mandates. It must do so, and be seen to be doing so, in compliance with the procurement principles of fairness, integrity, and transparency.

1. UN Financial Regulations and Rules: [ST/SGB/2013/4](#) and [ST/SGB/2013/4/Amend.1](#)
2. Supplement to the UN Financial Regulations and Rules - Financial Rules of the Environment Fund and Associated Trust Funds of the United Nations Environment Programme: [ST/SGB/2015/4](#) and [ST/SGB/2015/4/Amend.1](#)
3. UN Delegation of Authority in the Administration of the Staff Regulations and Rules and the Financial Regulations and Rules: [ST/SGB/2019/2](#)
4. UN Procurement Manual: [UN document DOS/2020.9 Amend 1, 30 June 2024](#)

All staff members must observe the highest ethical standards throughout the procurement process. Staff members are expected to comply with the procurement principles in performing their work with a high level of care and professionalism. The process must allow all bidders to compete on an equal and transparent basis. All staff members that are associated with the acquisition process are responsible for protecting the integrity and fairness of the process, and must mitigate the risks of conflicts of interest, fraud, and corrupt practices at all stages of the acquisition process.

² The policies, regulations, rules and guidelines in this section are applicable to the Multilateral Fund for the Implementation of the Montreal Protocol, its secretariat and treasurer.

5. UN General Conditions of Contract for Goods, Services, Goods and Services, and Works

[UN General Conditions of Contract - De Minimis Field Contracts;](#)
[UN General Conditions of Contract - Provision of Goods and Services;](#)
[UN General Conditions of Contract - Provision of Goods;](#)
[UN General Conditions of Contract - Provision of Services](#)

6. [UN Supplier Code of Conduct](#)

The UN expects all vendors who wish to do business with the Organization to comply with the United Nations Supplier Code of Conduct, which reflects the core values outlined in the Charter of the United Nations. As such, an acknowledgment of the UN Suppliers Code of Conduct is a requirement to register as a vendor in the United Nations Global Marketplace (UNGM). The Code of Conduct includes principles of the United Nations Global Compact on Labour, Human Rights, Environment and Ethical Conduct, and sets the minimum requirements expected by vendors across their supply chain.

7. [UN Global Compact on Labour, Human Rights, Environment and Ethical Conduct](#)

B. Anti-human trafficking, anti-money laundering and counter-terrorism³

1. [UN Security Council Resolution S/RES/2388](#)

In this 2017 resolution, the Security Council calls upon the UN system organizations to step up their efforts to strengthen protections against human trafficking and forced labour in UN supply chains. The Resolution was further echoed by the subsequent UN General Assembly Resolution 76/7 ([2021 Political Declaration on the Implementation of the United Nations Global Plan of Action to Combat Trafficking in Persons](#)) and ECOSOC Resolution 2021/25 ([Implementation of the United Nations Global Plan of Action to Combat Trafficking in Persons](#)). Acknowledging that the UN system, as a major procurer of goods and services internationally, has the potential to support and promote good practices in supply chain management, the High-Level Committee on Management-Procurement Network agreed to develop and implement a common approach to combat human trafficking and forced labour in UN supply chains.

2. [UN Global Counter-Terrorism Strategy -Seventh review \(Resolution A/RES/75/291, adopted by the UN General Assembly on 30 June 2021\)](#)

The strategy is a unique global instrument to enhance national, regional and international efforts to counter terrorism. Through its adoption by consensus in 2006 -and successive reviews- all UN Member States agreed the first time to a common strategic and operational approach to fighting global terrorism. The Strategy does not only send a clear message that terrorism is unacceptable in all its forms and manifestations, but it also resolves to take practical steps, individually and collectively, to prevent and combat terrorism.

³ The conventions, programmes, policies and guidelines in this section are applicable to the Multilateral Fund for the Implementation of the Montreal protocol and its secretariat and treasurer.

3. [UN Convention against Transnational Organized Crime](#)

The convention was adopted by UN General Assembly resolution 55/25 in November 2000. The convention is in force since September 2003. It has three protocols:

- (a) The [Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children](#), in force since December 2003, which supplements the abovementioned convention.
- (b) The [Protocol against the Smuggling of Migrants by Land, Sea and Air](#), supplementing the United Nations Convention against Transnational Organized Crime, in force since January 2004, which also supplements the abovementioned convention.
- (c) The [Protocol against the Illicit Manufacturing of and Trafficking in Firearms, their Parts and Components and Ammunition](#), in force since July 2005, also supplementing the abovementioned convention.

4. [UN Convention Against Corruption \(2003\)](#)

- 5. Global Programme against Money Laundering, Proceeds of Crime and the financing of Terrorism (GPML), General Assembly resolutions: [74/177 \(2019\)](#), [73/186 \(2018\)](#), [72/196 \(2017\)](#), and [71/209 \(2016\)](#)

C. UNEP safeguards framework - social and environmental impact safety⁴

1. [UNEP Environmental and Social Sustainability Framework](#)

The framework aims to strengthen the sustainability and accountability of UNEP work. It enables UNEP effective and efficient management of environmental and social impacts throughout the life of a project.

2. [UNEP's Stakeholder Response Mechanism](#)

D. Transparency⁵

1. [UNEP Access to Information Policy](#)

The then-Governing Council of UNEP, in decision 27/2, decided to enhance transparency and openness in its work, requested the Executive Director to establish a written access-to-information policy. In establishing the policy, the Executive Director recognized that in order for UNEP to fully carry out its mandate entrusted to it by the General Assembly in its resolution 2997 (XXVII) and other relevant resolutions, it is critically important to disseminate and make accessible the information concerning its work or information generated through its programme, in particular with respect to environmental information as widely as possible. In the context of Principle 10 of the Rio Declaration on Environment and Development, it is of fundamental importance for UNEP to make environmental information available to Member States, other stakeholders and the public in general

⁴ This section is applicable to UNEP projects.

⁵ Transparency has been requested of the UN by its member States.

with a view to supporting their efforts in achieving sustainable development.

2. [International Aid Transparency Initiative \(IATI\)](#)

UNEP joined in 2016 the IATI and endorsed the IATI Framework for Implementation. The Initiative is voluntary and multi-stakeholder. It brings together governments, multilateral institutions, private sector and civil society organisations and others to increase the transparency and openness of resources flowing into developing countries.

IATI aims to implement the transparency commitments made in the Accra Agenda for Action (2008) and the Busan Partnership for Effective Development Cooperation (2011) by making information about aid and data on development and humanitarian spending and projects easier to access, use and understand. The initiative has developed and agreed on an open, international aid transparency standard –the IATI standard that consists of a set of rules and guidance on how to publish useful development and humanitarian data.

E. UNEP partnering with non-governmental entities⁶

1. [UN Global Compact](#)

This is the world's largest corporate sustainability initiative, based on CEOs commitment to implement universal sustainability principles and take steps to support UN goals. This initiative encourages businesses to align their strategies and operations with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

2. [Guidelines on a Principle-based Approach to the Cooperation between the United Nations and the Business Sector](#)

These Guidelines, issued by the UN Secretary-General apply to the UN Secretariat as well as to separately administered organs, funds and programmes. Their purpose is to provide a framework to facilitate the formulation and implementation of more effective partnerships between the United Nations and the business sector while safeguarding the integrity, impartiality and independence of the United Nations and preventing and mitigating potential risks of adverse impacts on people and the environment.

3. [UNSDG Common Approach to Prospect Research and Due Diligence for Business Sector Partnerships](#)

This approach takes into account different priorities and specific mandates established for organizations and should be viewed as a basic framework to harmonize around a set of principles and operational standards for due diligence. It sets integrity and sustainability standards as the benchmarks around which UN partnerships with business should be designed and move towards.

4. [UN Guiding Principles on Business and Human Rights](#)

5. [Acceptance of Pro bono goods and services: ST/SGB/2006/5](#)

The guidelines indicate that a pro bono contribution may be accepted only in accordance with the UN financial regulations and rules; and the proposed contribution should be evaluated, both with regard to operational factors and the suitability and capacity of the donor. Pro bono contributions

⁶ This section provides the framework for UNEP partnerships with non-governmental entities.

should not be accepted from entities that are complicit in human rights abuses, tolerate forced or compulsory labour or use child labour, are involved in the sale or manufacture of anti-personnel mines or their components, or do not meet the purposes and principles of the UN. A pro bono contribution should not be accepted if it creates a conflict of interest or if it, directly or indirectly, involves additional financial liability for the recipient.

6. [UNEP Partnership Policy and Procedures \(PPP\) \(2024\)](#)

An updated PPP was approved by the UNEP Senior Management Team in 2024. It supersedes all prior policies and procedures related to partnerships.

7. [UNEP Strategy for Private Sector Engagement \(2019\)](#)

This strategy guides UNEP's engagement with the private sector to contribute to sustained transformative changes and innovations that are aligned with UNEP's Medium-Term Strategies and Programmes of Work.

A simplified version of the Strategy is available in the Brochure of the Strategy for Private Sector Engagement in [English](#) | [Spanish](#) | [Chinese](#) | [French](#) | [Arabic](#)

8. [2023 UNEP Report to the Committee of Permanent Representatives on Private Sector Engagement - Harnessing the Private Sector for solutions to the Three Planetary Environmental Crises](#)

Annex I: [Harnessing the Private Sector for solutions to the Three Planetary Environmental Crises - Bi-laterals](#)

Annex II: [Harnessing the Private Sector for solutions to the Three Planetary Environmental Crises - Multistakeholder Partnerships](#)