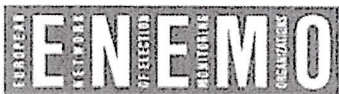




UGOVOR O DJELU
CONTRACT OF SERVICES

<p>Između:</p> <p>Centra za monitoring i istraživanje CeMI (u daljem tekstu CeMI), adresa Bulevar Josipa Broza 23a, 81000, Podgorica, Crna Gora, PIB: 02309483,</p> <p>koga predstavlja Zlatko Vujovic, Predsjednik Upravnog odbora</p> <p>i</p> <p>Izvršioca Nicolae Arnaut</p> <p>građanina/ke Moldavije broj pasoša B0883923 izdat 25/11/2020</p>	<p>Between:</p> <p>The Centre for Monitoring and Research CeMI (hereinafter CeMI), address: Josip Broz Blvd 23a, 81000 Podgorica, Montenegro, PIB: 02309483</p> <p>represented by Zlatko Vujovic, President of the Governing Board</p> <p>and Nicolae Arnaut</p> <p>the Contractor Nicolae Arnaut</p> <p>Citizen of Moldova, passport number B0883923, issued on 25/11/2020.</p>
<p>Opšte odredbe Član 1</p> <p>Izvršilac će raditi za CeMI u okviru ENEMO Međunarodne posmatračke misije lokalnih izbora u Ukrajini, na period od 8 nedjelja sa početkom od 28.09. 2020.godine na poziciji dugoročnog posmatrača.</p>	<p>General provisions Article 1</p> <p>The Contractor will work for the CeMI within ENEMO International Observation Mission for the Local Elections in Ukraine, for the period of 8 weeks, starting from 28th of September 2020, in the position of Long-term Observer.</p>
<p>Član 2</p> <p>Honorar Izvršioca je 680 dolara bruto nedjeljno. Uplata prvog honorara će se izvršiti putem bankovnog računa Izvršioca nakon navedenog u članu 1.</p>	<p>Article 2</p> <p>The Contractor's honorarium is 680 USD gross per week. The payment of the first honorarium will be done through the bank account of the Contractor upon completion of the engagement period stated in paragraph 1.</p>
<p>Član 3</p> <p>CeMI je u obavezi da obezbjeđuje dnevnice Izvršiocu za svaki dan boravka u Ukrajini. Iznos dnevnice je 50 dolara bruto.</p>	<p>Article 3</p> <p>CeMI has obligation to cover per diems to contractor for every day of stay in Ukraine. Daily per diem is 50 USD gross.</p>
<p>Član 4</p> <p>CeMI je u obavezi da pokrije troškove putnog osiguranja dugoročnim posmatračima u iznosu ne većem od 1,17 dolara po danu. CeMI nema obavezu da ponudi Izvršiocu bilo koju drugu vrstu životnog, invalidskog ili zdravstvenog osiguranja, pored već pomenutog putnog osiguranja.</p>	<p>Article 4</p> <p>CeMI has obligation to cover costs of the travel insurance of LTOs in the value not more than USD 1,17 per day. CeMI has no obligation to offer any other life and disability or health insurance aside already mentioned travel insurance to the contractor.</p>
<p>Član 5</p> <p>Izvršilac će koristiti sve razumne mjere predostrožnosti kako bi spriječio bilo koje neovlašćeno lice da pristupi informacijama koja se odnose na ili proističu iz poslova. Pored toga, ništa se ne može učiniti što bi predstavljalo kršenje ENEMO Kodeksa ponašanja za međunarodne posmatrače izbora.</p>	<p>Article 5</p> <p>The Contractor shall use all reasonable precautions to prevent any unauthorized person from having access to information relating to or arising from the work. In addition, nothing may be done which would be a breach of ENEMO Code of Conduct for international election observers.</p>
<p>Član 6</p> <p>Izvršilac ne smije u bilo kojem trenutku bez pismenog odobrenja, tokom ili poslije isteka trajanja ovog Ugovora, otkriti ili koristiti bilo direktno ili indirektno povjerljive informacije vezane za poslove CeMI, ENEMO-a ili bilo koje organizacije koja učestvuje u radu.</p>	<p>Article 6</p> <p>The Contractor shall not at any time without written permission, during or after the term of this Contract, divulge or use whether directly or indirectly any confidential information relating to the business affairs of CeMI, ENEMO or any organization taking part in the work.</p>



Član 7 <p>Izvršilac se obavezuje da u potpunosti i efikasno zaštiti CeMI i ENEMO od svih troškova, potraživanja, šteta, naknada i svih drugih obaveza koje mogu nastati za ENEMO kao rezultat namjernog ili nemarnog kršenja bilo kojih uslova ovog Ugovora od strane Izvršioca.</p>	Article 7 <p>The Contractor undertakes to keep CeMI and ENEMO fully and effectively indemnified against all costs, claims, damages, expenses and fees and all other liabilities whatsoever which ENEMO may incur as a result of the willful or negligent breach by the Contractor of any of the terms of this Contract.</p>
Član 8 <p>U slučaju bilo kakve greške nastale zbog nemara ili namjernog neizvršenja obaveza od strane Izvršioca, Izvršilac će biti odgovoran za posljedice i koristiti svoje najbolje napore da ispravi i umani posljedice na njegov ili njen sopstveni trošak.</p>	Article 8 <p>In the event of any error caused by the negligence or willful default of the Contractor, the Contractor shall be liable for the consequences and shall use his or her best endeavors to correct and minimize the consequences at his or her own expense.</p>
Član 9 <p>Ovaj ugovor je odmah i bez prethodnog obavještenja raskinut ako donator ili finansijer aktivnosti prekine ugovor sa CeMI-jem. Svi propisi predviđeni u ugovorima između CeMI-ja i donatora važe. CeMI je odgovoran da odmah obavijesti Izvršioca nakon prijema bilo kakvih informacija koje mogu ukazati na takvu mogućnost.</p>	Article 9 <p>This contract is immediately and without any notice terminated if the donor or funder of the activity terminates the contract with CeMI. All of the regulations stipulated in the contracts between CeMI and the donors are applicable. CeMI is responsible to inform the Contractor immediately upon receiving any information which can indicate such a possibility.</p>
Član 10 <p>CeMI ima pravo da raskine ovaj Ugovor, bez kazne, ako se Izvršilac bavi bilo kojim od sljedećih aktivnosti:</p> <ul style="list-style-type: none">a) Trgovina ljudima (kao što je definisano u Protokolu o sprječavanju, suzbijanju i kažnjavanju trgovine ljudima, pogotovo žena i djece, dodatku Konvencije UN-a protiv transnacionalnog organizovanog kriminala) tokom trajanja ovog Ugovora;b) Pribavljanje komercijalnih seksualnih usluga, legalnih ili ilegalnih, tokom perioda trajanja ovog Ugovora, ilic) Korišćenje prinudnog rada prilikom izvršavanja Ugovora.	Article 10 <p>CeMI has the right to terminate this contract, without penalty, if the contractor engages in any of the following activities:</p> <ul style="list-style-type: none">a) Trafficking in persons (as defined in the Protocol of Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children, supplementing the UN Convention against Transnational Organized Crime) during the period of this Contract;b) Procure commercial sex services, legal or illegal, during the period of time that this contract is in effect; orc) Use forced labor in the performance of the Contract.
Član 11 <p>Svaka ugovorna strana može da otkáže ovaj Ugovor uz otkazni rok od 15 dana.</p> <p>Ako Izvršilac otkáže ugovor a za CeMI su nastupili troškovi (kupovina avio karte, isplaćene dnevnice, rezervisan hotel, avansna uplata plate) Izvršilac je dužan da iste troškove nadoknadi CeMI-ju u roku od najduže 15 dana o obavještenju o otkazu.</p> <p>Obaveza iz stava 2 ovog člana nastupa u slučaju da se Izvršilac nije pojavio na mjestu rada a već pomenuti troškovi su nastupili. Izvršilac je dužan iste nadoknaditi CeMI-ju kako je propisano stavom 2 ovog člana.</p>	Article 11 <p>Each contracting party can cancel this Agreement with a notice period of 15 days.</p> <p>If the Contractor terminates the contract and costs have incurred for CeMI (purchase of airline tickets, paid per diems, reserved hotel, advance payment of the salary), the contractor is obliged to compensate the same expenses to CeMI within 15 days of the notice of cancellation.</p> <p>The obligation referred to in paragraph 2 of this Article occurs if the contractor does not appear at the place of work and the aforementioned expenses have occurred. The Contractor is obliged to compensate to CeMI the costs as stated in paragraph 2 of this Article.</p>
Član 12 <p>Ni CeMI ni Izvršilac neće biti odgovorni za nepoštovanje ili bilo kakvo kašnjenje u izvršavanju uslova ovog Ugovora, u mjeri u kojoj takav neuspjeh ili kašnjenje proizlazi iz: (1) više sile, (2) ratnih djela, (3) djela Vlade u suverenom (a ne ugovorenom) kapacitetu, (4) požara, (5) poplava/zemljotresa,</p>	Article 12 <p>Neither CeMI nor the Contractor shall be responsible for any failure to comply with, or for any delay in performance of the terms of this Contract, to the extent that such failure or delay arises from (1) vis major, (2) acts of war, (3) acts of the Government in its sovereign (and not its contractual) capacity,</p>

<p>(6) epidemija, (7) karantinskih ograničenja, (8) štrajkova, (9) teretnih embarga, (10) neobičajeno ozbiljnih vremenskih prilika, ili (11) nestašice zaliha ili materijala, u slučaju kada takve zalihe ili materijali nisu bili dostupni iz alternativnog izvora. U svim ovakvim događajima u kojima je učinak odložen ili spriječen, pogođena strana će ipak koristiti razumne i marljive napore kako bi uklonila navedene uzroke i nastavila rad po osnovu ovog Ugovora.</p>	<p>(4) fires, (5) floods/earthquakes, (6) epidemics, (7) quarantine restrictions, (8) strikes, (9) freight embargoes, (10) unusually severe weather, or (11) shortages of supplies or materials where such supplies or materials were unobtainable from an alternate source. In all such events where performance is delayed or prevented, the affected Party shall nonetheless use reasonable and diligent efforts to remove said causes and resume performance hereunder.</p>
<p>Član 13</p> <p>Ovaj Ugovor može prekinuti bilo koja strana bez prethodne najave, ako je druga strana učinila bilo kakvu materijalnu povredu prema ovom Ugovoru i koja, ako postoji mogućnost za to, nije bila otklonjena u roku od 7 dana od prijema obavještenja o prekršaju od strane predstavnika druge strane.</p>	<p>Article 13</p> <p>This Agreement may be terminated by either party without notice if the other party have committed any material breach under this Contract and which, if capable of remedy, has not been remedied within 7 days of being notified of the breach by a representative of the other party.</p>
<p>Član 14</p> <p>U slučaju nezadovoljstva izvršenim dužnostima, CeMI može prekinuti ovaj Ugovor uz prethodno obavještenje od 3 dana. CeMI će pokriti troškove Izvršioca koji su definisani članovima 2,3 i 4 ovog ugovora, do dana raskida ovog ugovora.</p>	<p>Article 14</p> <p>In case of dissatisfaction with the performed duties, the CeMI can terminate this agreement with a 3 days notice. CeMI will pay to Contractor all costs defined in the articles 2, 3 and 4 of this contract up to the day of termination of this contract.</p>
<p>Član 15</p> <p>Iznos koji se plaća Izvršiocu po Članu 2 je bruto (uz odbitak poreza). CeMI će plaćati poreze u Crnoj Gori, zemlji u kojoj je organizacija registrovana. CeMI ne preuzima nikakvu odgovornost u vezi sa mogućim poreznim troškovima koji se mogu desiti u zemlji njegovog/njenog porijekla.</p>	<p>Article 15</p> <p>The sum paid to the Contractor in clause 2 is gross (with deduction of taxes). CeMI will pay taxes in Montenegro, country of its registration. CeMI does not take any responsibilities regarding possible tax costs occurred in the country in his/her origin.</p>
<p>Član 16</p> <p>CeMI će isplaćivati honorare i dnevnice Izvršiocu samo putem bankovnog računa. Kako bi primio honorar, Izvršilac mora da otvori međunarodni račun u banci i da CeMI-ju obezbijedi instrukcije za plaćanje.</p> <p>Ukoliko Izvršilac nema ili nije u mogućnosti da otvori međunarodni bankovni račun, CeMI će izvršiti uplatu dnevnica putem bankovnog računa drugog lica, čiji su bankovni podaci navedeni u registracionom formularu za posmatrača izbora, koja se smatra sastavnim dijelom ovog ugovora.</p>	<p>Article 16</p> <p>CeMI will pay honorarium to the Contractor only through bank account. In order to receive honorarium Contractor should open international bank account and provide CeMI with instructions for payment.</p> <p>If the Contractor does not have or is not able to open an international bank account, CeMI will make payments of the per diems through a bank account of another person, whose bank account information is listed in the observer registration form of the Contractor, considered to be an integral part of this Agreement.</p>
<p>Član 17</p> <p>Izvršilac će popuniti ENEMO Registracioni formular za posmatrača izbora, koji predstavlja sastavni dio ovog Ugovora.</p>	<p>Article 17</p> <p>Contractor will fill ENEMO Observer Registration Form that represent integral part of this Contract.</p>
<p>Član 18</p> <p>Izvršilac takode treba da podnese popunjeni ENEMO vremenski list, prema instrukcijama iz ENEMO LTO vodiča za Ukrajinu. Vremenski list treba da odobre Finansijski službenik i Koordinator dugoročnih posmatrača. Izvršilac će biti isplaćen na osnovu dana angažovanja.</p>	<p>Article 18</p> <p>Contractor should also submit filled ENEMO time sheet following instructions from ENEMO LTO guide for Ukraine. Timesheet should be approved by Finance Officer and LTO coordinator. Contractor will be paid based on the days of engagement.</p>

<p>Prelazne i završne odredbe Član 19 Za sve što nije regulisano ovim Ugovorom, primjenjivaće se pozitivni zakonski propisi Cme Gore.</p>	<p>Transitional and Final Provisions Article 19 For all that is not regulated by this Agreement, the positive legal regulations of Montenegro will apply.</p>
<p>Član 20 Ništa u ovim uslovima neće se smatrati stvaranjem očekivanja za kontinuiranu vezu između strana prema ovom Ugovoru.</p>	<p>Article 20 Nothing in these terms shall be deemed to create expectations for continuous relationship between the parties under this Agreement.</p>
<p>Član 21 Ugovorne strane su saglasne da će eventualne nesporazume riješiti mirnim putem, u suprotnom ugovaraju da je nadležan Osnovni sud u Podgorici.</p>	<p>Article 21 The contracting Parties agree that any possible misunderstandings will be settled peacefully, otherwise they will agree that the Basic Court in Podgorica is in charge.</p>

Slažem se sa uslovima i odredbama ovog Ugovora.

I agree to the terms and conditions in this Contract.

Izvršilac/Contractor

28/09/2020

Date/datum

Zlatko Vujovic
Predsjednik Upravnog odbora /
President of the Governing Board
28/09/2020
Date/datum

The Contract is to be signed in two copies.

Ugovor se potpisuje u dva primjerka.

The Contract is valid if supported by a copy of the contractor's ID card or passport.

Ugovor je validan ako ga podržava kopija lične karte ili pasoša Izvršioca.



**Annex 1: ASSUMPTION OF RISK AND RELEASE OF LIABILITY
For Activity of ENEMO**

Please read carefully before signing!

I, Nicolas Arnaud freely agree to participate in activities in Ukraine organized by the ENEMO.

LIABILITY WAIVER: I understand that I travel at my own risk. The ENEMO expressly disclaims liability for any and all accidents, injuries or losses of any kind that may be experienced in connection with my activities in Ukraine. In addition, I understand that ENEMO is not liable for any delays, inconveniences, expenses, injuries or mishaps of any kind whatsoever including those resulting entirely, or in part, from the negligence of others or from causes beyond ENEMO control. Specifically, ENEMO accepts no responsibility for losses or additional expenses caused by a variety of circumstances, including but not limited to: vehicle accidents, detention, kidnapping, assaults, theft or criminal activity, annoyance, terrorism, government restrictions or regulations, weather, strikes, war or civil disturbance, quarantine, poor sanitation, natural causes, sickness, infectious diseases, activities of animals or any other causes associated with travel in a lesser-developed or high-risk area. I understand that all such losses or expenses shall be my responsibility.

____ (initials)

ASSUMPTION OF RISK: I understand that there are inherent risks in working in Ukraine. I understand that rescue or medical facilities or expertise necessary to deal with situations to which I may be exposed may not be available. I understand all of the inherent risks in participating in this trip, and notwithstanding them, I wish to participate in the work.

____ (initials)

SPECIFIC HAZARDS OF TRAVEL: I understand that travel to Ukraine under conditions of conflict or war is dangerous and that my security cannot be guaranteed. I am aware that potential threats to my security include but are not limited to: dangers inherent in a conflict zone, including acts of war, terrorism or kidnapping. I understand that civilians have been injured or killed as a result of these types of security threats. I understand these dangers and risks and am aware that by doing this work in Ukraine, I may be exposed to them. Notwithstanding these risks, I wish to participate in the work.

____ (initials)

RELEASE/HOLD HARMLESS AGREEMENT: I fully and forever *Release, Waive and Discharge, Hold Harmless and Covenant not to Sue*, ENEMO, along with their officers, directors, employees and agents, and their respective heirs, legal representatives, successors and assigns, from any and all liability, claims, suits and causes of action from any cause (including, but not limited to, travel delays, property damage and loss, bodily injuries, sickness, disease and death), directly or indirectly arising out of, or in any way connected with, my work in Ukraine. This Contract shall bind my heirs, executors, administrators and assigns.

____ (initials)

ACCEPTANCE: I confirm that I have read the foregoing, understand the risks associated with ENEMO work in Ukraine and voluntarily assume all such risks occurring in connection with the ENEMO.

____ (initials)

SIGNATURE: I indicate by my signature that I have carefully read the terms and conditions in this release form and acknowledge that I understand them. No representations, statements or inducements, apart from the foregoing written statement, have been made.

Signature: _____

Date: 28/09/2020



Annex 2: TERMS OF REFERENCES

Responsible to: LTO coordinator

Job summary: LTOs conduct observation and organise work of STOs in their area of responsibility (AoR).

Main duties:

- To organise own work in the AoR:
 - arrange accommodation
 - hire local staff (driver and interpreter)
 - establish communications with the core team
- To represent the ENEMO EoM in corresponding AoR
- To distribute EoM public statements in the EoR
- To establish and maintain contacts with election administration, authorities, NGOs, mass-media, parties and candidates in corresponding AoR
- To observe different election related activities:
 - work of election administration (election commissions)
 - work of local authorities, connected with elections
 - activities of parties and candidates (HQ work, public events, campaigning)
 - work of mass-media
 - any other activities or events, connected with elections
- To establish and maintain regular contact with the core team through LTO coordinator, to inform LTO coordinator about trips inside of the AoR.
- To fulfil tasks and instructions, received from LTO coordinator
- To participate in LTO briefings and debriefings.
- To provide LTO coordinator with observation reports according to the forms and the schedule
- To report immediately to LTO coordinator about any extraordinary occurrence in the AoR related to the election (including any danger for LTOs or STOs)
- To organise regional briefing and de-briefing for STOs
- To develop detailed STO deployment plan for the election day
- To provide STOs with accommodation and local staff (interpreters, drivers)
- To prepare and provide STOs with STO observation pack, that must include necessary information, documents and materials.
- To establish and maintain regular contact with STOs.
- To give tasks to STOs.
- To receive information from STOs (including observation reports)
- To schedule reporting by STOs during observation.
- To ensure that full and timely reports from STOs are available.
- To examine STO reports
- To travel to a field in order to assist STOs in their work and/or evaluate their work.
- To evaluate work of STOs
- To act according to ENEMO Observer's Code of Conduct.

Requirements:

- o Experience with organising domestic election observation (at least STO) in own country
- o Any international election observation experience.
- o Good knowledge of English
- o Good interpersonal and organisational skills
- o Good report writing skills
- o Good computer skills
- o Ability to take charge without supervision;
- o Ability to work having irregular working hours
- o Ability to live and work under hard circumstances
- o Willingness to travel

Essential but not obligatory:

- o Knowledge of the language of the host country
- o Experience of work in the host country



Annex 3: THE CODE OF CONDUCT FOR INTERNATIONAL ELECTION OBSERVERS

ENEMO belongs to leading international organizations which signed and contributed to the foundation of two immensely important documents for nonpartisan electoral observation: the 2005 UN Declaration of Principles for International Election Observation and the 2012 Declaration of Global Principles for Nonpartisan Election Observation and Monitoring by Citizen Organization. These two documents, relying on The Universal Declaration of Human Rights and International Covenant on Civil and Political Rights, represent huge efforts to establish standards for impartial electoral observation worldwide.

As for Declaration of Principles for International Election Observation, it identifies two major groups of international observers, namely: intergovernmental organizations such as OSCE ODHIR and international NGOs such as ENEMO. Moreover, as an international organization which observes election processes in OSCE region, ENEMO bases its electoral observation activities on Copenhagen Document (adopted on June 1990) which represents the cornerstone of the electoral observation sector. This document contains articles (eg. Article 8) ensuring the right of the observers to conduct election-related observation and setting the standards for free and fair elections (eg. Articles 6 and 7).

In addition, ENEMO contributed to the development and stipulation of the Code of Conduct for International Election Observers.

THE CODE OF CONDUCT FOR INTERNATIONAL ELECTION OBSERVER

Maintain Strict Political Impartiality at All Times

Observers must maintain strict political impartiality at all times, including leisure time in the host country. They must not express or exhibit any bias or preference in relation to national authorities, political parties, candidates, referenda issues or in relation to any contentious issues in the election process. Observers also must not conduct any activity that could be reasonably perceived as favoring or providing partisan gain for any political competitor in the host country, such as wearing or displaying any partisan symbols, colors, banners or accepting anything of value from political competitors.

Do Not Obstruct Election Processes

Observers must not obstruct any element of the election process, including pre-election processes, voting, counting and tabulation of results and processes transpiring after election day. Observers may bring irregularities, fraud or significant problems to the attention of election officials on the spot, unless this is prohibited by law, and must do so in a non-obstructive manner. Observers may ask questions of election officials, political party representatives and other observers inside polling stations and may answer questions about their own activities, as long as observers do not obstruct the election process. In answering questions observers should not seek to direct the election process. Observers may ask and answer questions of voters but may not ask them to tell for whom or what party or referendum position they voted.

Provide Appropriate Identification

Observers must display identification provided by the election observation mission, as well as identification required by national authorities, and must present it to electoral officials and other interested national authorities when requested.

Maintain Accuracy of Observations and Professionalism in Drawing Conclusions

Observers must ensure that all of their observations are accurate. Observations must be comprehensive, noting positive as well as negative factors, distinguishing between significant and insignificant factors and identifying patterns that could have an important impact on the integrity of the election process. Observers' judgments must be based on the highest standards for accuracy of information and impartiality of analysis, distinguishing subjective factors from objective evidence. Observers must base all conclusions on factual and verifiable evidence and not draw conclusions prematurely. Observers also must keep a well-documented record of where they



observed, the observations made and other relevant information as required by the election observation mission and must turn in such documentation to the mission.

Refrain from Making Comments to the Public or the Media before the Mission Speaks

Observers must refrain from making any personal comments about their observations or conclusions to the news media or members of the public before the election observation mission makes a statement, unless specifically instructed otherwise by the observation mission's leadership. Observers may explain the nature of the observation mission; its activities and other matters deemed appropriate by the observation mission and should refer the media or other interested persons to those individuals designated by the observation mission.

Cooperate with Other Election Observers

Observers must be aware of other election observation missions, both international and domestic, and cooperate with them as instructed by the leadership of the election observation mission.

Maintain Proper Personal Behavior

Observers must maintain proper personal behavior and respect others, including exhibiting sensitivity for host-country cultures and customs, exercise sound judgment in personal interactions and observe the highest level of professional conduct at all times, including leisure time.

Violations of This Code of Conduct

In a case of the violation of this Code of Conduct, the election observation mission shall conduct an inquiry into the matter. If a serious violation is found to have occurred, the observer concerned may have their observer accreditation withdrawn or be dismissed from the election observation mission. The authority for such determination rests solely with the leadership of the election observation mission.

Pledge to Follow This Code of Conduct

Every person who participates in this election observation mission must read and understand this Code of Conduct and must sign a pledge to follow it.



PLEDGE TO ACCOMPANY THE CODE OF CONDUCT FOR INTERNATIONAL ELECTION OBSERVER

I have read and understood the Code of Conduct for International Election Observers that was provided to me by the international election observation mission. I hereby pledge that I will follow the Code of Conduct and that all of my activities as an election observer will be conducted completely in accordance with it. I have no conflicts of interest, political, economic nor other, that will interfere with my ability to be an impartial election observer and to follow the Code of Conduct.

I will maintain strict political impartiality at all times. I will make my judgments based on the highest standards for accuracy of information and impartiality of analysis, distinguishing subjective factors from objective evidence, and I will base all of my conclusions on factual and verifiable evidence.

I will not obstruct the election process. I will respect the national laws and the authority of election officials and will maintain a respectful attitude toward electoral and other national authorities. I will respect and promote the human rights and fundamental freedoms of the people of the country. I will maintain proper personal behavior and respect others, including exhibiting sensitivity for host-country cultures and customs, exercise sound judgment in personal interactions and observe the highest level of professional conduct at all times, including leisure time.

I will protect the integrity of the international election observation mission and will follow the instructions of the observation mission. I will attend all briefings, trainings and debriefings required by the election observation mission and will cooperate in the production of its statements and reports as requested. I will refrain from making personal comments, observations or conclusions to the news media or the public before the election observation mission makes a statement, unless specifically instructed otherwise by the observation mission's leadership.

Signed _____ *28/09/2020*

Date: _____ *[Signature]*

Risk Advisory and Acknowledgement for Participation in ENEMO IEOM to Ukraine during the COVID-19 Pandemic

I, Nikolae Arnaud, understand that there are risks associated with participation in ENEMO IEOM to Ukraine (meetings, events, or other activities) related to the ongoing COVID-19 (coronavirus) pandemic. I understand that CeMI and ENEMO will take precautions reasonably within its means to create safe conditions for all participants in ENEMO IEOM. These precautions include mandatory face masks, social distancing, availability of hand sanitizer and other cleaning products. However, I understand that these precautions may not mitigate all risks related to the pandemic and that circumstances may arise outside of CeMI or ENEMO control that may cause harm to me.

I. Risks to Personal Health

I understand that the risks associated with participation in ENEMO IEOM to Ukraine during the COVID-19 pandemic may include risks to my health as outlined below:

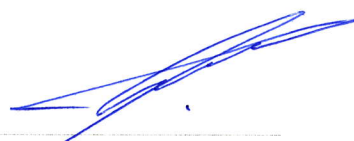
- Potential exposure to COVID-19 (coronavirus). COVID-19 is an infectious disease that is spread through contact with the respiratory droplets of an infected person, or by touching your face after touching contaminated surfaces. Symptoms of COVID-19 may include but are not limited to fever, cough, shortness of breath, fatigue, chills, and muscle aches.
- Infection with COVID-19 may lead to more severe forms of the disease, such as pneumonia or even death.

II. Risk Information and Orientation

I understand that if I have questions regarding the risks associated with participating ENEMO IEOM to Ukraine activities during the COVID-19 pandemic that I may contact CeMI or ENEMO at email info@cemi.org.me and info@enemo.eu.

I certify that I consent to participate in this ENEMO IEOM program and that I have read this risk advisory document and any related materials provided to me and have been given the opportunity to ask questions related to the risks of participating in ENEMO IEOM to Ukraine. I understand that ENEMO has the authority to establish rules of conduct for my safe participation and that of others in ENEMO activities and I will follow all health guidance and rules of conduct made known to me. I will follow the infection mitigation measures that CeMI and ENEMO are taking to protect participants, including but not limited to **wearing a face mask, maintaining social distancing, avoiding physical contact with other participants, and following any other rules put in place by CeMI and ENEMO.** If I have tested positive for COVID-19 in the 14 days prior to the event, or if I have a fever or believe that I am sick, then I will not participate in the ENEMO IEOM to Ukraine. I understand that failure to comply with these measures may result in being asked to no longer participate in the activity.

I, the undersigned, have read this statement, understand all of its terms and recognize and accept any health risk associated with participation in ENEMO IEOM to Ukraine during the COVID-19 pandemic.


Participant Signature

28/09/2020
Date