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Ethiopian Real Estate Developers Association

Code of Conduct

By:

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Addis Ababa

Preamble

The Ethiopian Real Estate Developers Association (EREDA) is a business companies association representing real estate developers and related enterprises in Ethiopia. As a collective body, EREDA is committed to promoting integrity, professionalism, transparency, and sustainable growth across the sector.

Recognizing the pivotal role of real estate businesses in economic development, urban transformation, and employment creation, EREDA seeks to establish ethical and professional standards that guide the conduct of its member companies, leadership, and staff.

This Code of Conduct is designed to:

- ✚ Uphold the highest standards of corporate governance, accountability, and ethical business practices;
- ✚ Foster trust and collaboration among member companies, stakeholders, clients, and the wider community;
- ✚ Ensure that all Association activities support strategic objectives and the sustainable development of the sector;
- ✚ Provide clear guidance for decision-making, conflict resolution, and stakeholder engagement;
- ✚ Safeguard the financial, reputational, and institutional interests of the Association and its member companies.

All member companies, leaders, and staff of EREDA are expected to adhere to this Code, committing to ethical and responsible business practices that enhance the credibility, effectiveness, and impact of the Association.

1. Introduction

1.1 EREDA is committed to promoting integrity, professionalism, transparency, and accountability within the Ethiopian real estate sector.

1.2 This Code provides the ethical framework and professional standards that govern the actions of members, leaders, and partners of the Association.

1.3 The Code aligns with EREDA's strategic pillars: institutional strength, professional excellence, stakeholder engagement, and sustainable development.

2. Purpose

2.1 Ensure that EREDA operates with integrity, transparency, and accountability.

2.2 Align member and leadership behavior with the Association's strategic plan and values.

2.3 Protect the reputation, financial, and institutional interests of EREDA.

2.4 Provide guidance for decision-making, conflict resolution, and stakeholder engagement.

3. Scope and Applicability

3.1 *This Code applies to:*

- ✚ All members of EREDA (individual and institutional).
- ✚ EREDA leadership (Board, Committees, Executive Management).
- ✚ Partners and stakeholders representing the Association.

4. Members' Responsibilities

4.1 Information and Compliance

4.1.1 Provide accurate and timely information whenever requested by EREDA.

4.1.2 Comply with Ethiopian laws, regulations, and international standards.

4.1.3 Abide by Association rules, policies, and decisions.

4.2 Participation and Contribution

4.2.1 Attend and actively participate in meetings, consultations, conferences, and training sessions.

4.2.2 Engage in EREDA's arbitration system to help resolve conflicts between buyers and developers.

4.2.3 Fulfill membership dues and contributions promptly; voluntary contributions may exceed the minimum amount based on individual interest.

4.2.4 Participate in recognition programs, including those that reward top-performing real estate developers.

4.3 Professional Development

4.3.1 Obtain certifications and qualifications offered by EREDA to enhance sectoral competency and credibility.

5. Leadership Responsibilities

5.1 Leaders of EREDA (Board and Committees) shall:

5.1.1 Provide strategic direction consistent with EREDA's mission and vision.

5.1.2 Ensure transparency, financial accountability, and sound governance.

5.1.3 Avoid favoritism, nepotism, or conflicts of interest.

5.1.4 Uphold participatory decision-making that reflects the collective interests of members.

5.1.5 Demonstrate exemplary conduct and serve as ethical role models.

5.1.6 Serve as Problem-Solvers: Address sectoral challenges proactively, mediate disputes effectively, and provide solutions that reflect fairness, inclusivity, and sustainability.

5.1.7 Practice Servant Leadership: Place the interests of members, stakeholders, and the wider community above personal gain, fostering a culture of humility, responsibility, and service.

5.1.8 Evaluate Stakeholder Engagement: Introduce new partnerships, ideas, or initiatives with external stakeholders only after assessing their financial, reputational, and business value to EREDA. Such initiatives shall be reviewed, approved, and formalized through a Memorandum of Understanding (MoU) or contractual agreement.

5.1.9 Respect Collective Decision-Making: No individual leader shall make unilateral decisions affecting members or the Association. Decisions must be approved by the Board and communicated formally through the President/Vice President, General Secretary, or General Manager.

5.1.10 Safeguard Confidentiality: Discussions and outcomes of Board meetings shall remain confidential unless authorization is given for disclosure. Communication of approved decisions shall follow official channels.

5.1.11 Protect Association Resources: Association assets, benefits, and privileges shall not be used for personal business or private interests unless formally authorized by the Board.

6. Conflict Resolution and Arbitration

6.1 All disputes between developers, buyers, or stakeholders shall be addressed through EREDA's Arbitration System.

6.2 Members must comply with arbitration procedures and respect decisions made under this framework.

6.3 The Arbitration System shall be impartial, transparent, and guided by fairness and due process.

7. Transparency and Accountability

7.1 All financial transactions of EREDA shall be documented, audited, and reported to members.

7.2 Members and leaders must disclose any potential conflicts of interest affecting decision-making.

7.3 Misuse of association resources or unethical behavior shall be subject to investigation and disciplinary action.

8. Disciplinary Measures

8.1 Violations of this Code may result in:

- ✚ Warning or formal notice.
- ✚ Suspension of membership.
- ✚ Termination of membership.
- ✚ Legal action where applicable.

9. Implementation and Review

9.1 EREDA shall communicate this Code to all members and leaders.

9.2 Regular training and orientation shall be provided to ensure compliance.

9.3 The Code shall be reviewed periodically to maintain alignment with sectoral needs and international standards.

10. Commitment

10.1 All members, leaders, and staff shall formally commit to upholding this Code.

10.2 Adherence to this Code is a mandatory condition for membership and continued affiliation with the Association.

ETHIOPIAN REAL ESTATE DEVELOPERS' ASSOCIATION (EREDA)

Declaration

I, _____(full name), holding the position of _____[Member / Leader / Staff] in the Ethiopian Real Estate Developers Association (EREDA), hereby declare that I have read, understood, and accepted the EREDA Code of Conduct (Sections 1.0–10.0) and commit to uphold its principles of integrity, transparency, and professionalism in all Association-related activities. I shall actively participate in meetings, consultations, training programs, arbitration processes, and recognition initiatives, comply with all regulations, policies, and decisions, and, as a leader, provide strategic direction consistent with EREDA's mission, ensure accountability and sound governance, serve as a problem-solver practicing servant leadership, respect collective decision-making and confidentiality, and protect Association resources from personal use without Board authorization. I understand that violation of this Code may result in disciplinary measures, including warnings, suspension, termination of membership, or legal action, and by signing below, I formally commit to supporting the growth, credibility, and sustainability of the Association.

Member / Leader Information

Name: _____

Position: _____

Signature: _____

Date: _____

Witness Information

Name: _____

Position: _____

Signature: _____

Date: _____

Approved By

Name: _____

Position: _____

Signature: _____

Date: _____