



# Ethics Policy: 2025

## 1. Introduction

The Pakistan Engineering Council (PEC) is committed to maintaining the highest standards of professional conduct and ethics among its registered engineers, consultants, contractors, and related stakeholders. This Ethics Policy outlines the principles, standards, and behaviors expected to uphold the integrity, professionalism, and accountability within the engineering community in Pakistan.

## 2. Scope:

This policy applies to:

- Registered Engineers under PEC.
- Employees and stakeholders associated with PEC activities.

## 3. Core Principles:

The following core ethical principles guide the professional behavior of all engineers and entities associated with PEC:

1. Integrity and Honesty: Engineers must act with integrity and honesty in all professional matters, ensuring that their conduct reflects positively on the profession.
2. Accountability: All engineers and firms must be accountable for their actions, decisions, and their potential impacts on society, the environment, and stakeholders.
3. Competence and Diligence: Engineers are required to maintain a high level of competence through continuous learning and ensure they perform their duties diligently, providing services based on their expertise.
4. Confidentiality: Engineers must respect the confidentiality of client, employer, and third-party information, ensuring that such data is not disclosed without proper authorization.

5. Impartiality and Fairness: Engineers must act impartially, avoiding conflicts of interest and providing services fairly to all parties, irrespective of their personal preferences or affiliations.
6. Sustainability and Environmental Responsibility: Engineers are responsible for ensuring that their actions promote sustainability, minimize environmental harm, and contribute to societal welfare.
7. Public Safety and Welfare: The safety, health, and welfare of the public must be paramount in all engineering decisions and actions.

## 4. Responsibilities:

### a) Engineers registered under PEC must:

- Adhere to PEC Regulations: Comply with all laws, regulations, and standards set forth by PEC, including the PEC Code of Conduct.
- Conflict of Interest: Avoid situations where personal, financial, or other interests could conflict with professional obligations. Any potential conflict of interest must be disclosed and addressed transparently.
- Competence: Undertake work only in areas where they are qualified, and ensure that tasks beyond their expertise are delegated to qualified professionals.
- Communication and Transparency: Provide clear, honest, and transparent communication with colleagues, clients and other stakeholders.
- Ethical Business Practices: Avoid bribery, corruption, or unethical business practices, ensuring that all business dealings are conducted in accordance with the law and best practices.



## b) Employees and Stakeholders

- Maintain Professional Standards: Ensure that all employees and subcontractors uphold the highest professional and ethical standards.
- Fair Employment Practices: Promote fair employment practices, including non-discrimination, fair wages, and safe working conditions for all employees.
- Quality Assurance: Ensure that engineering work is carried out according to specifications and quality standards while ensuring the welfare of clients and the public.
- Compliance with Regulations: Adhere to national and international engineering standards, local laws, and PEC's guidelines for construction and project management.

## 5. Confidentiality and Data Protection:

Engineers and firms must protect confidential information obtained during the course of their work. Data must be stored securely and shared only with authorized parties. Any breaches of confidentiality must be reported immediately to PEC.

## 6. Reporting Unethical Behavior:

PEC encourages the reporting of any unethical conduct. Engineers, firms, or the general public may report concerns or unethical practices through official PEC channels. PEC will ensure a fair investigation of any complaints, taking disciplinary action where necessary.

## 7. Disciplinary Actions:

Violations of this Ethics Policy may lead to disciplinary actions, including:

- Suspension or revocation of PEC registration.
- Legal action as per the laws of Pakistan.
- Fines, penalties, or blacklisting from PEC activities or projects.

## 8. Conclusion:

The Ethics Policy of the Pakistan Engineering Council (PEC) plays a crucial role in fostering a culture of professionalism, integrity, and ethical responsibility within Pakistan's engineering community. It is essential that all members align their actions with these core principles to bolster the credibility and trustworthiness of the profession.

Name:

Signature: