



Pursuant to Article 35 of the Statute (consolidated text UPB10), the Criteria for the Accreditation and External Evaluation of Higher Education Institutions and Study Programmes (Official Gazette of the Republic of Slovenia, Nos. 42/17, 14/19, 3/20, 78/20, 82/20-corr., 44/21, 23/23 and 56/25-ZViS-1), the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG, 2015), and the AREMA Development Strategy 2020–2030, the Senate of AREMA adopted the following at its meeting held on 13 September 2025:

CODE OF ETHICS

Preamble

The Code of Ethics of AREMA – Academy of Logistics and Management, Rogaška Slatina (hereinafter: AREMA) sets out the fundamental ethical values, principles and rules of conduct applicable to all employees, students, contractual associates and external partners. The Code has been drawn up in accordance with the Higher Education Act (ZViS-1), the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG), and other applicable regulations.

Article 1

(purpose of the Code)

The purpose of the Code is to promote ethical conduct, ensure academic integrity, respect human rights and fundamental freedoms, and uphold responsibility in the educational, research and professional environment.

Article 2

(imperatives of professional ethics)

The fundamental imperatives of professional ethics at AREMA are:

- Beneficence and responsibility for the well-being of the community: all members of the academic community are obliged to act for the benefit of

students, employees, and the local and wider community. This entails selfless assistance, a willingness to cooperate, and contributing to social well-being.

- Respect, fairness and equal treatment: interpersonal relations are based on dignity, respect and non-discrimination. Every student and member of staff has the right to equal treatment regardless of sex, age, nationality, religion, health status or other personal circumstances.
- Research integrity and academic freedom: high standards of truthfulness, credibility and prevention of misconduct (including plagiarism and data falsification) are mandatory in research and educational activities. At the same time, freedom of research and the expression of professional and academic views shall be safeguarded.
- Transparency, honesty and legality: decision-making at all levels of the institution must be open, transparent and compliant with applicable legislation and internal regulations. Honesty includes the rejection of corruption, clientelism and unjustified privileges.
- Commitment to sustainability and environmental stewardship: AREMA is committed to operating in accordance with the principles of sustainable development. This includes the responsible use of resources, the promotion of green practices in logistics and management, and raising students' awareness of environmental responsibility.
- Digital responsibility and responsible use of artificial intelligence: all members of the academic community are obliged to use digital tools and artificial intelligence responsibly, in accordance with ethical guidelines and rules on the acknowledgement and citation of sources. This entails protecting privacy, respecting copyright and rejecting the misuse of technology.

Article 3

(values and virtues)

The values and virtues promoted at AREMA are:

- Responsibility and commitment to the institution: each individual contributes to the reputation and development of the Academy through conscientious work, commitment to quality, and active participation in achieving common goals. Commitment means loyalty to AREMA's mission and awareness that the success of the institution is founded on collective effort.
- Honesty and truthfulness: all educational, research and professional activities must be based on truth, credibility and sincerity. Particular emphasis is placed on the prohibition of plagiarism, falsification of results and all forms of cheating. Honesty is a fundamental prerequisite for trust in academic work.

- Integrity and confidentiality of data: every member of the community safeguards confidential data concerning students, employees and partners and uses such data only in accordance with legislation and ethical principles. Integrity also entails consistency in conduct and alignment between words and actions.
- Humility and respect for diversity: academic excellence does not imply arrogance, but openness towards others. Humility means a willingness to learn, while respect includes acceptance of diverse cultural, personal and professional backgrounds. Diversity is an asset that strengthens creativity and development.
- Openness to cooperation and innovation: AREMA promotes teamwork, knowledge exchange and mutual support. Innovation is a value that leads to new solutions in logistics, management and education. Openness also means a willingness to engage in critical discussion and constructive criticism.
- Sustainable development and environmental responsibility: every member of the community is aware of the impact of their actions on the environment and future generations. AREMA promotes sustainable practices, efficient use of resources, responsible mobility, and the development of environmentally friendly logistics solutions. Environmental responsibility forms part of the Academy's academic and social responsibility.

Article 4

(integrity as a way of life)

Integrity is a fundamental value guiding the conduct of all employees, students, contractual associates and external partners. AREMA's management is obliged to lead by example through its actions. All members of the academic community are required to comply with the Code and to foster their personal and professional development.

Article 5

(implementation of the Code)

Every employee, student and associate shall, upon joining the AREMA community, sign a declaration confirming compliance with the Code. The declaration may be signed physically or electronically within AREMA's information system.

The Ethics Committee is responsible for monitoring the implementation of the Code and shall:

- consider reports of violations (including anonymous reports),
- conduct proceedings in accordance with internal regulations and applicable legislation,

- report its findings to the Dean and the Senate and propose appropriate measures,
- promote awareness and provide training to members of the community on ethical issues.

Article 6

(reporting violations)

Reports of violations of the Code may be submitted with the identity of the reporting person disclosed or anonymously. They may be submitted in physical form or electronically through the institution's official channels. The Ethics Committee is obliged to consider all reports impartially, confidentially and within a reasonable period of time.

Article 7

(final provisions)

The AREMA Code of Ethics shall be reviewed at least every three years or whenever significant changes occur in legislation or regulations. It shall enter into force on the date of its adoption by the AREMA Senate. All members of the AREMA community are required to act in accordance with it.

Rogaška Slatina, 13 September 2025

**AREMA – ACADEMY OF LOGISTICS AND MANAGEMENT
DEAN**

Assoc. Prof. Dr Patricija Jankovič