

Code of Conduct for ETHICS Members Version 01 (2017)

Letter from ETHICS founding members Dominique Laymand and Roeland van Aelst: in memoriam of Gabor Danielfy

Dear ETHICS Members,

Gabor Danielfy has been a great inspiration for us and the international Ethics & Compliance community. He was a true and authentic leader who continuously strived towards excellence in Ethics & Compliance and how we can become as a Profession, a strategic partner and advisor to the business in ethical business decision making. We remember well his great sense of humour, his friendly nature, his talent for networking and his openness to share experiences and coach other Healthcare Compliance Professionals in their professional and personal development, through which he earned great respect from the Healthcare Compliance community and beyond.

Back in 2009 a group of European Compliance Officers in the Healthcare Sector met 2 - 3 times per year, to discuss and analyse emerging topics for Compliance Professionals particularly in EMEA countries, share best practices and develop internal networking, as well as communication and collaboration with academic institutions.

A decision was made then in 2011 to create an Association for Healthcare Compliance Professionals with the Vision to become the reference professional society for Ethics & Compliance practitioners in Healthcare to contribute to the development of individuals and the success of Ethics & Compliance organizations. We are a forum of Ethics & Compliance individuals committed to developing and enhancing the highest professional standards in the Healthcare Sector. In order to achieve this, the Association has created for this the following four focused areas: Think Tank, Networking/Sharing of Experience and Best Practices, Education and Professional Development and Communication.

We are proud and honoured of what has been accomplished so far and are committed to carry on Gabor's visionary journey for Ethics & Compliance Professionals.

This Code of Conduct is another important pillar in the construction of our Association and sets the basis for a common understanding of our values and our vision.

We trust you will embrace it, follow it and bring it to life in everything we do at ETHICS.

Dominique Laymand & Roeland van Aelst with the Strategic Committee

Code of Conduct Provisions

1. Members **participate actively and contribute effectively** to the work and activities of ETHICS according to its Mission, and they do so, diligently, professionally, thoroughly, fairly, with the highest levels of probity and integrity, in the interest of the development of the Healthcare Ethics and Compliance Profession and in the interest of the reputation of the healthcare industry.

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2. Members must have the **knowledge, skills and capabilities** needed to competently perform their duties as Healthcare Ethics and Compliance Professionals. They must continuously strive towards enhancing their own and the other members' development of knowledge, skills and capabilities, in the interest of the development of the Healthcare Ethics and Compliance Profession and in the interest of the reputation of the healthcare industry.
3. Members participate in the activities of ETHICS in an **individual professional capacity** and not in representation of their companies.
4. Members contribute to the success of ETHICS and of the Healthcare Ethics and Compliance Profession while **networking, sharing experiences**, best practices with an independent mind. They sustain a permanent dialogue and exchange. On this basis, Members share examples and best practices, in a way which protects the confidential and commercially-sensitive nature of company information, in compliance with the letter and the spirit of competition law.
5. Members shall consider ETHICS as a circle of trust and a **sounding board**. It is therefore expected that Members behave in a respectful manner towards individuals and their opinions. Furthermore, diversity of thinking, inclusion and innovation shall be fostered.
6. When in the exercise of the activities of ETHICS, Members are confronted with an actual or potential **conflict of interest**, or even with the appearance of such conflict, they must take the appropriate steps to avoid it or to address it.
7. Members' relations with **other professionals in the healthcare industry** such as legal professionals, medical professionals, nursing professionals, regulatory professionals, finance professionals, commercial professionals, academia and others including the civil society, key stakeholders, carers, are guided by mutual respect and independence, confidence, courtesy, cooperation and trust, in the interest of the reputation of the healthcare industry.
8. In the exercise of their **professional and personal conduct**, Members must all times behave in a manner which is compatible with their duties as Healthcare Ethics and Compliance Professionals and which does not bring discredit upon the Ethics and Compliance Profession and the healthcare industry.
9. Members can communicate and speak on behalf of ETHICS only when in line with the Mission of ETHICS, with this Code of Conduct and when explicitly authorized by the Board and the Strategic Committee.
10. **Violations of this code** can be reported to the ETHICS Board of Directors and as a consequence the violation can lead up to expulsion from the Association pursuant to Article 7.3. of the Articles of the Association and Article 5 of the Internal Rules of the Association.
11. Members shall not receive compensation for any work performed in the context of their ETHICS membership, for example when presenting on behalf of ETHICS.