

## Code of Ethics and Professional Conduct

### Purpose and Values

As members and executives of the AGES we are committed to set and meet high standards with respect to ethics and professional conduct. This Code describes the expectations and articulates the ideals to which we aspire. The purpose of this Code is to instill confidence in AGES and its activities as we believe the credibility and reputation of AGES is shaped by the collective conduct of individual members and its executives.

The values we have identified are about responsibility, respect, fairness, honesty, lawfulness and compliance. This Code affirms these values as its foundation.

### Standards

**Responsibility** is our duty to take ownership for the decisions we make or fail to make, the actions we take or fail to take, and the consequences that result. We fulfill the commitments that we undertake – we do what we say we will do. We inform ourselves and uphold the policies, rules, regulations and laws that govern our work, professional, and volunteer activities. We report unethical or illegal conduct to appropriate management and, if necessary, to those affected by the conduct.

**Respect** is our duty to show a high regard for ourselves, others, and the resources entrusted to us. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation—an environment where diverse perspectives and views are encouraged and valued. We negotiate in good faith and do not exercise the power of our expertise or position to influence the decisions or actions of others in order to benefit personally at their expense.

**Fairness** is our duty to make decisions and act impartially and objectively. Our conduct must be free from competing self-interest, prejudice, and favoritism. The Association has limited resources and counts on its members to equally contribute with voluntary services and/or by making corporate information available to AGES.

**Honesty** is our duty to understand the truth and act in a truthful manner both in our communications and in our conduct. We do not engage in or condone behavior that is designed to deceive others, including but not limited to, making misleading or false statements, stating half-truths, providing information out of context or withholding information that, if known, would render our statements as misleading or incomplete.

**Lawfulness** is our duty to comply with laws, regulations and requirements in our behavior with governmental bodies, ministries, organizing and candidate committees, sports federations and other stakeholders. We want our members to comply with applicable regulatory social insurances and mandatory health's and safety standards. We do not tolerate corruption in any form and expressly refer to the "ICC Rules of Conduct to Combat Extortion and Bribery".

**Compliance** is our duty with regards to competition law, prevention of corruption, and accuracy and disclosure of financial information. When dealing with the intellectual property of AGES or its Members, we will undertake best efforts to ensure that information is protected from misuse by others. We will utilize information about our members and other confidential and personal information only in compliance with applicable laws and regulations and/or in accordance to mutual agreements.