

Code of Ethics

The Institute for International Product Safety GmbH requires that all directors, officers and employees of I²PS, its subsidiaries and affiliates (“I²PS”) abide by the fundamental principles of ethical behavior listed here in performing their duties.

1. **Obeying the law** – We respect and obey the laws, rules and regulations applying to our businesses around the world.
2. **Integrity of recording and reporting our financial results** – We properly maintain accurate and complete financial and other business records and communicate full, fair, accurate, timely and understandable financial results and other material information. We have developed a system of internal controls designed to preserve the integrity of our records and information.
3. **Respecting human rights** – We respect human rights and require our suppliers to do the same.
4. **Delivering quality** – We are committed to producing quality products and providing quality services.
5. **Competing ethically** – We gain competitive advantage through superior performance. We do not engage in unethical or illegal trade practices.
6. **Respecting diversity and fair employment practices** – We are committed to respecting a culturally diverse workforce through practices that provide equal access and fair treatment to all employees on the basis of merit. We do not tolerate harassment or discrimination in the workplace.
7. **Avoiding conflicts of interest** – We avoid relationships or conduct that might compromise judgment or create actual or apparent conflicts between our personal interests and our loyalty to i²PS. We do not use our position to with i²PS to obtain improper benefits from others or ourselves. We do not engage in activities or enter into relationships that compete with i²PS.
8. **Protecting assets and information** – We use I²PS property, information and opportunities for I²PS’s business purposes and not for unauthorized use. We properly maintain the confidentiality of information and employee data entrusted to us by I²PS or others.
9. **Acting with integrity** – We do not offer or accept bribes, kickbacks or inappropriate gifts or entertainment. We engage in business practices that are consistent with our ethics and values.
10. **Selling to governments** – We comply with the special laws, rules and regulations that relate to government contracts and relationships with government personnel.

11. **Political contributions** – We do not make contributions on behalf of i²PS to political candidates or parties, even where lawful.

12. **Environment, health and safety** – We are committed to being a global leader in safeguarding the health and safety of our employees and protecting the environment.