



Code of Conduct

Approved by the ECA Industry Association Board of Directors, XX/XX/XXXX

We, the members of the ECA Industry Association, recognize the importance of our technologies in affecting the quality of life of our end users and we accept a personal obligation to our trades, the other members of the ECA Industry Association, and other individuals involved in other activities in our fields of interest. By this obligation we commit ourselves to the highest standards of integrity, responsible behaviour, ethical and professional conduct. We agree to be bound by the following rules.

- ① Be Respectful to Others.
 - We will be respectful of others, including ECA Industry Association members, and will act in a professional manner while participating in ECA activities.
 - We will be respectful of the privacy of others and the protection of their personal information and data.

- ② Treat People Fairly
 - We will not engage in harassment of any kind, including sexual harassment, or bullying behaviour whether in person, via cybertechnology or otherwise.
 - We will not discriminate against any person because of characteristics protected by law (e.g., age, ancestry, colour, disability or handicap, national origin, race, religion, gender, sexual or affectional orientation, gender identity, gender expression, appearance, matriculation, political affiliation, marital status, veteran status).

- ③ Refrain from Retaliation.
 - We will not retaliate against any ECA Industry Association member who reports an act of misconduct or who reports any violation of the Code of Ethics or this Code of conduct.
 - We will not retaliate against any person who makes the ECA Industry Association aware of any violation of any laws, rules or regulations associated with the ECA industry.

④ Avoid Injuring Others, their Property, Reputation or Employment

- We will avoid injuring others, their property, data, reputation, or employment by false or malicious action.
- We will not engage in or participate in the spreading of any malicious rumours, defamation or any other verbal or physical abuses, against an ECA Industry Association member, employee or other person, whether on the Internet or otherwise

⑤ Comply with Applicable Laws in all Countries were ECA Industry Association Members do Business

- We will comply with all applicable laws, rules and regulations governing ECA business conduct worldwide and all relevant procedures established by our regulatory bodies whenever and wherever we are carrying out our business, including but not limited to the following:
 - a) Rejecting bribery in all forms.
 - b) Avoiding real or perceived conflicts of interest whenever possible and disclosing them to affected parties when they do exist.
 - c) Protecting confidential information belonging to ECA Industry Association and personal information belonging to ECA Industry Association members, and other persons.
 - d) Not agreeing with competing persons to fix prices or reduce price competition through allocation of customers or markets, manipulate bids in any competitive bidding process, or engage in other acts that result in restraining trade.
 - e) Not misusing or infringing the intellectual property of others

Name : _____

Position : _____

Company : _____

Date: : _____