

CODE OF CONDUCT FOR THE UIPM EXECUTIVE BOARD



The UIPM Executive Board (EB) acknowledges and accepts the scope and extent of its duties and its members' duties under the UIPM rules and regulations, in particular the UIPM Statutes, the UIPM Rules on Internal Organisation and the UIPM Code of Ethics. We, in our capacity as UIPM EB members, have a responsibility to exercise oversight in the best interests of all stakeholders, consistent with our fiduciary duties, the UIPM rules and regulations and the law.

The EB has adopted the following Code of Conduct (the "Code"), which EB members shall uphold by adhering to the highest standards of loyalty, good faith, and avoidance of conflicts of interest. The UIPM EB members shall:

1. Act in good faith and in the long-term best interests of UIPM, fulfilling fiduciary obligations to all stakeholders.
2. Conduct themselves with honesty, fairness, ethics, and integrity, in alignment with UIPM's core values.
3. Retain the utmost standards of professionalism and mutual respect in all their interactions. They shall abstain from any conduct that undermines the dignity of their peers, including derogatory remarks, verbal hostility, or any form of disparagement. All communication should exemplify professionalism, support constructive dialogue, and foster a collaborative working environment.
4. Abide by all applicable laws, rules, regulations, and UIPM policies, including but not limited to the UIPM Statutes, the UIPM Rules on Internal Organisation and the UIPM Code of Ethics.
5. Perform duties with care, competence, and diligence, ensuring independent judgment remains unimpaired.
6. Avoid any actions or behaviour that could harm the UIPM's reputation.
7. Avoid any situations that could result in actual, potential, or perceived conflicts of interest and strictly comply with the conflict-of-interest related provision within the UIPM Code of Ethics and your respective declarations. Conflict of Interest declarations must be updated immediately if any changes arise to your declared status.
8. Share relevant information with fellow EB members to enhance the effectiveness of the UIPM EB.
9. Respect the confidentiality of information acquired during service, particularly EB meetings, as laid down in the separately signed Non-Disclosure Agreement.
10. Do not use confidential information or the UIPM assets and/or resources for personal advantage or benefit.

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11. Strictly avoid from exploiting business opportunities intended for the UIPM or competing with the UIPM, unless approved by a majority of disinterested EB members.

Guidance and Waivers

No code or policy can anticipate every situation. EB members who have questions or concerns about compliance with this Code should consult the UIPM President and/or Secretary General. The President and/or Secretary General, in consultation with the UIPM Legal Counsel, will determine the appropriate course of action in accordance with the UIPM rules and regulations. In rare cases where a waiver of this Code may be in the best interests of the UIPM, such waiver must be approved by the EB.

Annual Certification

EB members must annually sign the certification below to confirm they have read and agree to comply with this Code.

Consequences of Breaches

Any breach of the Code constitutes an offence against a resolution of the EB and may be sanctioned under the UIPM Code of Ethics in accordance with article 2.1 o) UIPM Code of Ethics.

Revised and Approved by the Board

As of January 30, 2025

Certification

I hereby declare that I have read and understood the Code of Conduct for the UIPM Executive Board and undertake to adhere to the responsibilities, expectations, and standards it describes.

Name: _____

Signature: _____

Date: _____