

## **IETA Code of Business Practice**

- 1. IETA is a Mission-driven non-profit membership association dedicated to market-based solutions to climate change. Sound legal and ethical business practices are fundamental to our sustainability.
- 2. We pursue our Mission with high ethical standards. We insist on honesty, integrity and fairness in all aspects of our work. The direct or indirect offer, payment, solicitation or acceptance of bribes is unacceptable for us and those with whom we contract for services.
- 3. We are committed to providing an inclusive and welcoming environment for our staff, clients, volunteers, contractors and vendors. We are committed to maintaining a business environment that is free from harassment, violence, threats of violence or intimidation.
- 4. We do not discriminate on the basis of race, color, religion or creed, gender, gender expression, age, national origin or ancestry, disability, marital status, sexual orientation or military status, in any of our activities or operations.
- 5. We are committed to sound legal and financial governance. Our President and CEO ("CEO") is authorized to enter contracts, subcontracts or agreements (hereinafter "contracts") from time to time as necessary to carry out our Mission, provided that sufficient funds have been committed to fully cover the financial obligations of such work.
- 6. The CEO may enter contracts with service providers, including member companies, for legal, accounting, auditing, verification, consulting, government affairs, insurance or other third-party services. Contracts may also include sponsorship agreements and vendor arrangements for conferences, events, programmes, research, analysis and other services that promote our Mission.
- 7. The CEO may enter contracts for research sponsored through us by groups of governments and companies. Research may be performed by or with academic institutions or other non-profit organisations through subcontracts.
- 8. We strive to deliver fair value to our member companies when they support research projects with special contributions. When we need to state an overhead rate for subcontracts under which we provide services to another organisation, our overhead rate shall be set at 15% of the amount due to us. We believe this is a fair contribution to our overhead costs as a non-profit organisation. Similarly, subcontracts that IETA enters with academic institutions or non-profit organisations may include administrative overhead of up to 15% of the amount due to that institution.
- 9. We reserve the right to obtain assurances from contractors, subcontractors and other service providers that proper policies are in place on transparency, corruption and discrimination in keeping with our contracting policies.
- 10. Confidential information, knowledge and data about our work belongs to IETA. Our staff, contractors and subcontractors must not disclose our confidential information, or confidential information of others received while performing duties for us, without appropriate permission.