

INTERNATIONAL SERUM INDUSTRY ASSOCIATION

CODE OF MEMBER ETHICS

(as adopted April 24, 2018)

Scope

The Board of Directors of the International Serum Industry Association (“ISIA” or the “Association”) has adopted the following Code of Member Ethics (“Code”) regarding member business practices. ISIA members are expected to strictly comply with all of the policies that comprise this Code. The list of policies set forth below is illustrative, not all-inclusive. Each ISIA member should carefully review this document and sign and return a signed copy to ISIA in order to confirm in the member’s understanding and agreement with the policies set out within this Code. A member’s violation of any of these policies will subject the member to discipline or expulsion as provided below.

All members of the ISIA shall:

1. At all times represent and present themselves and the products that they supply in an honest, open and forthright manner in compliance with all ISIA traceability standards. All disclosures should be made in a full, fair, accurate and complete manner and should be reviewed and certified. No business goal is ever an excuse for misrepresenting facts or falsifying records;
2. Avoid engaging in any illegal, illicit, unfair, deceptive or misleading business practices. The ISIA supports the OECD position relating to anti-competitive issues including cartels, price-fixing and competitor exclusion.
3. Act with integrity and competency and not misrepresent themselves, the quality, background, content or other aspects of their Company, their products or the ISIA in any manner;
4. Act in accordance with all applicable laws, rules and regulations pertaining in their territory and the territories in which their products or services are sold;
5. Never falsify any documents including, but not limited to, importation documentation, permits, labels, certificates of analysis, and certificates of origin;
6. Audit potential acquisitions to the ISIA traceability audit checklist prior to acquisition and verify compliance with all ethics policies;
7. Create and retain complete records in accordance with ISIA requirements and all applicable laws and regulations;
8. Correct any disclosures that are later determined not to have been full, fair and accurate at the time given or that are misleading in any material manner; and
9. Comply with all other ethics standards and policies and guidance regarding compliance with these policies and guidelines as are adopted and released from time to time by the Board of Directors.

Upholding and Reporting Concerns

All members of the ISIA have an obligation to uphold all of the ethics policies and standards of the Association. Non-compliance of the Code should be raised promptly by contacting the CEO’s office in writing with detailed and specific information regarding the concern.

Disciplinary Actions and Policy for Non-Compliance of Members

The Association strives to impose discipline fairly and equitably. In the sole discretion of the Association, a variety of disciplinary measures may be utilized, including verbal warnings, written warnings, suspensions, and expulsion. Proven violations of the Code may result in loss of traceability certification and/or revocation of membership and expulsion from the Association as detailed in this Policy for Non-compliance of Members, as amended and supplemented from time to time by the Board of Directors, and which is available on the ISIA website. Any Member expelled from ISIA in accordance with this Policy must immediately cease to use the ISIA Quality Seal and/or the ISIA logo as of the date of receipt of the notice of expulsion. Such notice shall be sent by certified mail. Reinstatement may not occur before the first anniversary of the revocation. Prior to readmission, the Board of Directors must be satisfied that the violations resulting in the revocation of membership have been fully remedied and will not occur again. Readmission shall be by majority vote of the Board of Directors. This proof must include verification that:

1. All customers affected have been notified with specifics of the non-compliance;
2. A report detailing the occurrence has been filed with all legal authorities* with applicable jurisdiction;
3. The continued activities or operations of the member will be in compliance with all applicable laws, rules and regulations; and
4. Adequate steps, including but not limited to a revision of the quality system and re-auditing to ISIA traceability standards, must have been taken to prevent further violations.

* Should a company fail to fully and fairly report such issues to the applicable legal authorities, the ISIA may, at the sole discretion of the Board of Directors, make such notification.

Your signature below denotes that you have received and read this document.

Please sign and email to Julia Hoffmann at julia@serumindustry.org.

COMPANY NAME

Member Representative - Please Print Name

Member Representative - Please Sign Name

Date