



## CODE of CONDUCT

NORTHERN TURNERS INCORPORATED's Membership Code of Conduct embodies aspirational ethical standards for its members and Committees. While adherence to the aspirational ethical standards is not easily measured, conducting themselves in accordance with these ethical standards is an expectation that members have of themselves. Among the aspirational ethical concepts which this Membership Code of Conduct embraces are those of respect, responsibility, fairness, and honesty.

- **Respect:** Respect is demonstrating a high regard for one's self, others, and the resources entrusted to them. Those resources may include people, money, reputation, the safety of others, and natural or environmental resources. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation — an environment where diverse perspectives and views are encouraged and valued.
- **Responsibility:** Responsibility is taking ownership for the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences that result.
- **Fairness:** Fairness is making decisions and acting impartially and objectively. A member's conduct must be free from competing self-interest, prejudice, and favouritism.
- **Honesty:** Honesty is understanding the truth and acting in a truthful manner both in one's communications and in one's conduct.

### Membership Code of Conduct

This document sets the code of conduct expected of all members of the NORTHERN TURNERS INCORPORATED and is a condition of membership. It applies to all members, irrespective of their membership type or the role they fulfil.

***As a NORTHERN TURNERS INCORPORATED Member, I will:***

- Abide by the rules of NORTHERN TURNERS INCORPORATED as set out in its Articles of Incorporation;
- Uphold the reputation and good standing of NORTHERN TURNERS INCORPORATED;
- Act with integrity and always treat others in a respectful and dignified manner;
- Act, support, respect, and abide by the appropriate laws and in general that apply to personal conduct;
- Act in the general interest and will not use my position to unfairly benefit myself or others;
- Promptly pay membership fees as part of continued membership and keep my information updated;
- Will not knowingly hold, assume, or accept a position in which interests' conflict with commitment or role to NORTHERN TURNERS INCORPORATED;
- Will not make any statement on behalf of NORTHERN TURNERS INCORPORATED or purport to represent NORTHERN TURNERS INCORPORATED through any public medium, including digital social media, unless authorized to do so by NORTHERN TURNERS INCORPORATED; and must reject and will not make any offer of bribery or unethical inducement;
- Conduct all business with NORTHERN TURNERS INCORPORATED and its associations with professionalism and respect

Should a member fail to meet the conditions in this Code of Conduct, NORTHERN TURNERS INCORPORATED may, at its sole discretion, decide on the appropriate action to take. NORTHERN TURNERS INCORPORATED reserves the right to revoke membership that has been granted, in the event that a member violates the Membership Code of Conduct. The revocation proceedings are specified in the bylaws governing NORTHERN TURNERS INCORPORATED and provides protection of the rights of any individual who may be subject to revocation of membership.

NORTHERN TURNERS INCORPORATED reserves the right to update this Membership Code of Conduct.

By applying for membership to NORTHERN TURNERS INCORPORATED you indicate that you have accepted and will abide by the Membership Code of Conduct as published from time to time.