



03/20/2023

# Member Code of Conduct

## Summary

As a member of Infrastructure Masons, I agree to:

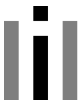
- Treat iMasons Members and employees with respect.
- Leave my company badge at the door. Avoid sales pitches.
- Protect confidential information.
- Respect laws regarding trade restrictions (“OFAC” in the US) and anti-trust.
- Take responsibility for my own actions.
- Report potential breaches of this Code of Conduct to iMasons employees or Board Members.

## Complete Code of Conduct

Infrastructure Masons, Inc. (“iMasons”) is committed to achieving the highest standards of professionalism and ethical conduct in its operations; therefore, it expects its Members to conduct themselves in accordance with the highest ethical standards of conduct. iMasons has adopted this Code of Conduct to establish minimum standards of conduct that iMasons Members are expected to observe.

Participation in iMasons is conditioned upon following this Code of Conduct (in addition to other iMasons required policies), which apply to all Members, irrespective of membership type, the jurisdiction in which a Member lives or works, or their role within iMasons. By checking the box, clicking “I Accept”, you pledge to:

- Act with honesty, fairness, courtesy, competence, integrity, professionalism, and respect for others in your conduct. Promote and enhance the Infrastructure Masons guiding principles of **Connect, Grow, and Give Back**.
- Be good stewards of the world’s resources including energy, natural, human, and financial resources.



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- Act with care and competence in all activities, using and developing up-to-date knowledge and skills.
- Respect the ethical codes of the seat of the principal activity when activities cross national and cultural boundaries.
- Discharge your professional responsibilities in accordance to the code of ethics of your professional or trade association in their nation and area of work.
- Abide by all provisions in applicable iMasons governance documents, agreements, and policies, including the (i) Bylaws, (ii) Commercialism Policy, (iii) Membership Policy, and (iv) Sponsorship Policy.
- Not engage in any unlawful activities or commit violations of applicable law, including but not limited to the laws of the United States, that (i) could result or actually result in liability or harm to iMasons, including by jeopardizing iMasons tax-exempt status; or (ii) are related to your participation in iMasons, including use of iMasons materials, publications, or sponsored activities, or sharing of information or ideas during iMasons activities.
- Refrain from disclosing or discussing ideas, whether in written or in oral form, if such disclosure or discussion infringes on the rights of any third party, including any third parties' copyrights or confidential information, and protect confidentiality of proprietary or otherwise sensitive information of colleagues, clients, or employers by not disclosing any other party's confidential information.
- Adhere to iMasons' zero-tolerance for harassment by not engaging in any intimidating, harassment, discriminatory, abusive, derogatory, or demeaning speech or actions. Harassment means but is not limited to: communication or conduct that a reasonable person in the individual's circumstances would consider unwelcome, intimidating, hostile, threatening, violent, abusive, or offensive. Such communication may be related to gender, gender identity and expression, sexual orientation, disability, national origin, race, age, religion; it also includes stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.



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- Comply with all laws administered by the United States Department of the Treasury’s Office of Foreign Assets Control (“OFAC”) or any other governmental entity imposing economic sanctions and trade embargoes against designated countries, regimes, entities, and persons and Member shall not directly or indirectly export, re-export, transship, transfer, or otherwise deliver or facilitate any transaction in violation of any economic sanctions or changing export requirements.
- Abide by all applicable antitrust and competition laws, including the antitrust rules and regulations of the United States, in conduct and activities.
- Not use your membership or participation in iMasons to benefit your employer, clients, or yourself unlawfully or unfairly.
- Avoid activities which may constitute real or perceived conflicts of interest whenever possible, and if a real or perceived conflict of interest arises, immediately disclose the conflict to affected parties or the iMasons Executive Director or Board when they do exist and abstain from applicable iMasons activity as appropriate.
- Not make any statement on behalf of iMasons or act to represent iMasons in any official capacity through any public medium, unless authorized to do so by iMasons.
- Accept individual accountability and responsibility for one’s own conduct.
- Report any discovery of harassment or misconduct to iMasons employees or governing Board Members.
- Release iMasons from all liability, claims, demands, actions, and causes of action of any kind or nature arising out of or related to any loss, damage, or injury resulting from your participation in or in any way connected with your participation in iMasons activities.
- Indemnify and hold harmless iMasons, its officers, directors, and agents (the “iMasons Parties”) from all claims and liability that iMasons may incur or sustain as a result of your participation in iMasons activities. Maintain during discussions a professional demeanor, never allowing personal denigration or overt commercial promotion of any Member.



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**Infrastructure Masons**

**Any Member found to have acted contrary to this Code of Conduct may be subject to disciplinary action, including but not limited to termination of membership.**