



## **CIRI's Code of Conduct**

**Board Approved: October 3, 2018**

At CIRI, we believe that collaboration, innovation and the exchange of ideas results in best-in-class investor relations practices. As such, we are committed to facilitating a welcoming and respectful community at all of our events.

This Code of Conduct shares our community expectations and applies to all attendees, employees, exhibitors, speakers, sponsors, volunteers and other participants at CIRI-hosted events. We empower all participants in our community to actively engage in creating a friendly and safe environment for all. We will not tolerate harassment in any form.

### **At a CIRI event, you agree to:**

- Participate in an authentic and active way.
- Exercise consideration and respect in your speech and actions.
- Attempt collaboration before conflict.
- Refrain from demeaning, discriminatory or harassing behaviour and speech.
- Be mindful of your surroundings and of your fellow participants.
- Alert the event organizer or CIRI staff if you notice a dangerous situation, someone in distress or violations of this Code of Conduct, even if they seem inconsequential.

### **These behaviours don't belong at a CIRI event:**

- Invasion of privacy, including taking photos (or requesting selfies) of people you don't know.
- Being disruptive, drinking excessively, stalking, following or threatening anyone.
- Abuse of power (including abuses related to position, wealth, race or gender).
- Homophobia, racism or behaviour that discriminates against a group or class of people.
- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact.
- Advocating for, or encouraging, any of the above behaviour.

### **Contact us to report an incident**

If, while at a CIRI event, you have been involved or have witnessed an incident that violates the Code of Conduct, please notify Yvette Lokker ([ylokker@ciri.org](mailto:ylokker@ciri.org)), President & CEO; Nathalie Megann ([nmegann@chorusaviation.ca](mailto:nmegann@chorusaviation.ca)), or David Frost ([dfrost@mccarthy.ca](mailto:dfrost@mccarthy.ca)), HRCG Chair, right away. Share as much information as you can to help us make a thorough investigation of the onsite incident.

### **CIRI's commitment**

CIRI will investigate all incidents reported at an event with discretion and confidentiality. CIRI reserves the right to bar any person who violates our Code of Conduct from attending CIRI events in their entirety or in part and/or to cancel the membership of the person without refund.