

## CODE OF CONDUCT

### **What are our values ?**

Because I-ARKS has long term objectives and contributes to advancing human and animal rights, we believe that it's not just what we achieve that counts, it's also how we achieve it.

Our values help guide our actions and decisions.

#### *Integrity, respect, transparency*

Transparency, integrity and respect are essential to help us build trust. We therefore strive to be respectful, honest and transparent about what we do and how we do it.

#### *Prevention-oriented*

As our objective is to avoid a 6<sup>th</sup> global extinction of life on earth, it is key to intervene timely and in a preventive manner.

#### *Professionalism and commitment to excellence*

To ensure we reach our objectives it is imperative we strive for professionalism and excellence in all our activities.

### **What are our standards ?**

- Where-ever we can we put safety first
- We focus on high-quality and innovation
- We are health -, life - and – technology centered
- We apply flexible and future of work principles

#### Speak up culture:

Our speak up culture encourages everyone to raise concerns about potential unethical or illegal conduct. They also assure protection from retaliation, retribution, or any form of harassment to those reporting such concerns.