



Membership Code of Conduct for CII Events and Other Activities

The Council of Institutional Investors (CII) is committed to fostering an inclusive, respectful, and professional environment for its members and other participants in CII events, forums, and other activities. CII is a big tent, with members that span a broad spectrum of institutional investors, companies, and other capital markets participants. To maintain our reputation for fostering open dialogue, protect the professional integrity of our organization and ensure a positive experience for all, we expect our members to adhere to the following code of conduct:

1. Respect and Professionalism:

- Treat all members and guests with respect, regardless of their background, position, affiliation, or perspectives.
- Maintain a high level of professionalism in all interactions with the CII community.

2. Zero Tolerance for Discrimination or Harassment

- Avoid any form of discrimination, harassment or bias based on political affiliation, race, ethnicity, gender, religion, age, disability, sexual orientation, or nationality.

3. Compliance with Policies and Laws

- Comply with all applicable laws and regulations.
- Refrain from engaging in illegal or unethical activities at CII events.

4. Intellectual Property and Confidentiality

- Respect intellectual property rights, including copyrights and trademarks.
- Maintain the confidentiality of non-public information and be mindful of other sensitive information shared at CII events and other activities.

5. Engagement and Collaboration

- Make reasonable efforts, respectful of members' time and availability, to engage directly with member organizations and guests at CII events.
- Promote open and respectful dialog when engaging a member or guest, including when expressing different opinions or discussing contentious issues.

6. Accountability

- Report violations of this code of conduct promptly to a member of CII's board of directors, executive director, or general counsel.
- CII reserves the right to take appropriate action in response to violations of this code of conduct, including suspension or revocation of membership and exclusion from CII events or other activities.
- By becoming a member of CII, your organization agrees to abide by this code of conduct and uphold the principles of integrity, respect, and professionalism that it reflects. The CII board and staff appreciate your commitment to creating a positive and inclusive CII community.