



ISO CODE OF ETHICS AND CONDUCT – IMPLEMENTATION

(As approved under Council Resolution 11/2023 adopted on 23 February 2023)

The *ISO Code of Ethics and Conduct* is under the responsibility of Council. It is part of the ISO Policy Documents included in the [official registry](#) and supersedes and replaces the Code of Ethics, the Code of Conduct for ISO governance and management as well as the Code of Conduct for the technical work. The *ISO Code of Ethics and Conduct* shall remain visible (e.g. on ISO.org) and the target audiences should be repeatedly reminded of its principles.

The *ISO Code of Ethics and Conduct* is complemented by this implementation document aimed at individuals representing ISO members and ISO governance in their actions for or on behalf of ISO. The present document is also under the responsibility of Council.

Persons acting for or on behalf of ISO, as representatives of ISO members or holders of ISO governance roles¹ as a consequence of their appointment/election, agree to be bound by the *ISO Code of Ethics and Conduct*.

Any alleged breach shall immediately be brought to the attention of the Council Standing Committee on Oversight, through the Chair or Secretary, which shall investigate the case, including support from external resources if deemed appropriate, and submit recommendations to Council. Any implicated member of CSC/OVE or Council, either directly or indirectly, shall be required to recuse himself.

Cases where Council concludes that there has been a breach of the *ISO Code of Ethics and Conduct* shall result in proportionate disciplinary action, including but not limited to, the possibility of dismissal from the ISO role, payment for any damages, reporting to relevant external authorities, and other sanctions as appropriate.

More specifically, in case of serious violations, sanctions shall include a request to the body having appointed the person or member violating the Code to vote on their removal from office with immediate effect (i.e. the General Assembly or Council, as the case may be).

Additional implementation documents aimed at other target audiences are under the responsibility of:

- The Technical Management Board (TMB), which oversees the implementation of the Code by the technical community and liaison organizations, as set out in the *Guidance and process for addressing misconduct and breaches of the Code of Ethics and Conduct* (Edition 2023, and its subsequent revisions).
- The Secretary-General, who is responsible for the implementation of the Code by ISO/CS staff. The latter are bound by the Code of Ethics and Conduct by the terms of their employment contracts. Sanctions for violations of the Code by ISO/CS staff are set out in the *ISO Staff Rules* (Edition 2016, and its subsequent revisions) and any applicable Swiss laws. Staff members are able to raise a concern regarding the implementation of the Code by following the channels set out in the Whistleblowing Policy for ISO/CS Staff (as approved under Council Resolution 44/2019, and its subsequent revisions).

¹ ISO Officers, Council member representatives, Policy Development Chairs, Technical Management Board representatives, and Advisory Group member representatives.