

International Society for Horticultural Science

Annex to the Rules of Procedure

Code of Conduct

The International Society for Horticultural Science Board, authorized by the Council in accordance to Art. 17 of the articles of association, has adopted the following Code of Conduct.

ISHS Diversity and inclusion statement

The International Society for Horticultural Science (ISHS) welcomes the membership of individuals, organizations, scientific societies, private sector, and governmental agencies devoted to horticultural research, education, and industry to improve human wellbeing regardless of age, gender, race, culture, physical ability, professional status, religion, geographic location, or any other characteristic.

The scope of this code includes members, staff, third parties, consultants, service providers and all stakeholders.

PRINCIPLE ETHICS 1

Each member and staff member shall be honest in their work, research, and/or results.

Members and staff shall avoid conflicts-of-interest.

Members and staff shall respect the confidences of others and be honorable in competition.

Members and staff shall be equitable in all dealings with colleagues, students, and other partners, irrespective of race, religion, color, gender, age, physical disabilities, family status, and ancestry.

Members and staff shall identify and expose dishonesty.

Members and staff shall be honorable in relationships among all members, Board, Executive Committee (EC), and Council members.

Each member shall be aware of the effects that their activities have on the public and the environment in which we all live, and minimize the possible harm of those activities.

PRINCIPLE ETHICS 2

1. Board, EC and Council members' obligations

Each Board, EC, and Council member whose candidature is submitted receives documentation consisting of the articles of association, the rules of procedure, the code of conduct, and various useful basic information concerning the operation of the Society. The person who accepts the mandate is deemed to have read and accepted the contents of these documents.

§ 1. Members of the Board, EC, and Council shall devote the necessary time and attention to their duties. They prepare for the meetings with dedication and participate constructively in debates. Where a member of the Board, EC or Council finds that they are unable to invest the necessary time in their mandate, they shall be prepared to step down and make their position available to someone else.

§ 2. Members of the Board, EC, and Council shall behave with integrity. They have the personal and professional qualities that meet the highest standards of integrity, honesty, and loyalty.

- § 3. Each member of the Board, EC, and Council must work efficiently, contribute to developing a strategy, and be able to and make deliberate and informed decisions.
- § 4. Each member of the Board, EC, and Council maintains and strengthens their expertise. They must have the necessary competencies and sufficient knowledge regarding the sector and the Society.

2. Bodies and collegiality

- § 1. Each member of the Board, EC, and Council is part of a collegial body. They act collegially and respectfully towards the Board, the EC and the Council as bodies and towards each other as colleagues. They contribute to the consensual decision and, once the decision has been taken, delegates it collegially. Each member of the Board or Council shall loyally endorse and defend any decision taken outside the meeting.
- § 2. Each member of the Board, EC, and Council is aware of the importance of good interactions between the Board, EC, and the Council and respects the roles and tasks of these bodies. They accept that the problems of the Society are solved by allowing these bodies to work loyally and accept their decisions.
- § 3. Achieving an atmosphere in which full and genuine discussion can thrive, and consensus can ultimately be reached, is a challenge. The members of the Board, EC, and Council should seek to participate and express disagreement in an open and collegial manner, with developing consensus and resolution as the ultimate goal. However, the member of the Board, EC, or Council remains aware of the importance of good cooperation and mutual respect within the body in which they perform their duties. If, as a result of an event or their conduct, any cooperation between them and the Board, the EC or the Council as bodies or with their colleagues working within it is rendered permanently impossible, they shall be prepared to step down and make their position available to someone else, in the interest of the proper functioning of the Society and its collegial bodies.
- § 4. Preference should be given to continuous dialogue and exchange of information between the Board, the EC, the Council, and the main parties concerned.

3. Independence and conflict policies

- § 1. Each member of the Board, EC and Council shall act solely in the interest of the Society and shall promote this interest in the long term and with a view to continuity, and disregard their possible personal interest or the interests of any associated person, organisation, country or region.
- § 2. The member of the Board, EC, or Council must act independently and objectively in the interests of the society first. He/she acts and contributes to discussions and decision-making processes without favouring third parties.
- § 3. Members of the Board, EC, and Council shall have no business relationship with the Society or with members of any of its bodies. Employees (current and former – with a limit of one year after the end of the employment contract) of the Society cannot become active members of the Board, EC or Council with the exception of the current Executive Director, who is ex officio member of the Board. The exception for the Executive Director is only valid during the active term as Executive Director.
- § 4. The members of the Board, EC, and Council always prevents their private interests from influencing the exercise of their functions. In the event of a conflict of any kind, the personal interests of the Board or Council member are subordinate to those of the Society. If the conflict between the personal interest of the member of the Board,

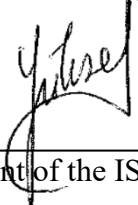
EC, or Council and the interest of the Society, understood in the broadest sense, is irremediable, they shall step down and make their mandate available.

- § 5. The member of the Board, EC, or Council shall refrain from any statement or action which could harm the position, reputation and functioning of the Society, the Board, EC, or Council.
- § 6. The members of the Board, EC, and Council must comply with the conflict-of-interest rules set out in the Belgian Code of Companies and Associations (art. 9:8). A member of the Board, EC, or Council who, directly or indirectly, has an actual or potential interest of pecuniary, personal, or moral nature that may conflict with a decision or transaction contemplated by the Board or the Council, or who has any other conflict of interest with it, shall immediately inform the Chair who shall decide on the further course of action e.g. the member may not be allowed to participate in the discussion or cast a vote on particular issues related to the conflict of interest.

4. Confidentiality and discretion

- § 1. Apart from the President and the Executive Director, each member of the Board, EC or the Council undertakes not to speak publicly on business or sensitive matters related to the Society, except at the invitation of the President or with his/her approval. This does not affect the ability of the members being able to promote the society.
- § 2. The members of the Board, EC, or Council shall maintain full discretion with respect to discussions, deliberations and positions within the Board or the EC or the Council. This discretion should make it possible to discuss problems, disagree, and formulate solutions in a very open manner within the Board or the EC or the Council. To the public, the members of the Board, EC, or Council - once the Board or the EC or the Council has taken a decision - will loyally only announce the decision taken and support its implementation.

Approved this August 09, 2022.



President of the ISHS Board



Secretary of the ISHS Board