

## Hydrogen Europe Code of Conduct

### Core Ethical Standards

#### As a Hydrogen Europe Member, one should aspire to:

- **Respect and uphold the rules and laws governing Hydrogen Europe,**
- **Be transparent and honest in conduction of membership activities,**
- **Respect confidentiality and property rights,**
- **Foster ethical culture in all membership activities.**
- **Support the sustainability principles of Hydrogen Europe.**

#### 1.1 Respect and uphold the rules and laws governing Hydrogen Europe:

- By joining the organization as a member, the company/organization agrees to Hydrogen Europe Bylaws and Hydrogen Europe Charter.
- The Member accepts the procedures presented by the Secretariat of Hydrogen Europe, including invoicing procedures, termination, participation in Hydrogen Europe activities etc.
- In its dealings with Hydrogen Europe, the Member will aim to support the work of the organization and to contribute to the advancement of the membership base.
- The Member shall not transgress any laws in the performance of their duties.

#### 2.1 Be transparent and honest in conduction of membership activities:

- The Member agrees to consistently and willingly provide up-to-date information on the company's/organization's development and relevant changes, including contact details, turnover, invoicing data etc.
- The Member agrees to facilitate fair and legal participation of their employees, representatives and affiliates in all membership activities. The Member is responsible for any transgression of company/organization representative within the Hydrogen Europe membership activities.

#### 3.1 Respect confidentiality and property rights

- The Member of Hydrogen Europe agrees to the confidentiality and property rights established in Article 55 of the Bylaws, including:
  - The Member shall not share their membership benefits with their members, clients, affiliates and/or subsidiaries unless they received a prior and written authorisation from the Secretariat and/or the Board of Directors to do so. This restriction includes benefits such as access to exclusive information provided by Hydrogen Europe, access to Working Groups, Technical Committees and Members Only Events (offline/online), discounts based on membership and contact details of network.
  - The Member shall not use the Association's legal name, trade names, trademarks, symbols, devices or logo(s) in any manner unless they received a prior and written authorisation from the Board of Directors. Members shall have no claim on the Association's assets.
  - The Member respects the Association's intellectual property and related rights, and ownership of all documents, position paper, minutes and any other information which is shared exclusively with the members. The Members guarantee not to use, present, share or sell in any form this information, unless it is allowed by the Association prior. The Member shall ensure that their representatives in Technical Committees, Working Groups, Task Forces and any other body of Hydrogen Europe also respect these regulations.

#### 4.1 Foster ethical culture in all membership activities:

- The Member will not act in any manner detrimental to the interest of other members or as of Hydrogen Europe.
- The Member will ensure, to the best of their abilities, that interactions related to the organization, with other Members or representatives of the Secretariat are fair, free of

unwarranted discrimination and harassment. Prejudicial discrimination on the basis of age, colour, disability, ethnicity, family status, gender identity, political affiliation, nationality, race, religion or belief, sex, sexual orientation, or any other inappropriate factor is an explicit violation of the Code of Conduct.

- In its dealings with Hydrogen Europe and their fellow Members, the Member will be respectful and if disagrees with any statements, advice or policy etc., will give the opportunity to comment or reply in a professional manner.