



Adan's charter of good conduct for the use of its members.

By joining Adan, members undertake to respect the 10 Principles of the Association's Charter of Good Conduct.

Any breach of these principles may lead to the temporary or permanent suspension of the member's membership, by decision of the Managing Director after consultation with the Board of Directors, without reimbursement of the membership fee.

1. Members adhere to Adan's corporate purpose, its internal rules and its values.
2. Members contribute to the Association's efforts as far as their time and resources allow.
3. Members shall behave in a respectful and polite manner towards Adan, its team, its members and its contacts, both internally and in public (press/media, social networks, speeches, etc.).
4. Members guarantee the clarity and veracity of the information concerning them that they share with Adan and its members.
5. Members do not disseminate - beyond these circles - information disseminated by other members through Adan's Committees, Working Groups and internal communication channels. Not all information shared by members is deemed sensitive or confidential to Adan and other members.
6. Members shall not disclose any unauthorised internal Adan information to third parties outside the Association. When re-used, Association resources must be sourced as such.
7. Members may not hold themselves out to third parties as having any status other than that of member or adherent of Adan. In particular, they may not present themselves as a (commercial) partner, representative of the Association or member of the team. Nor may they justify their compliance with the regulations applicable to them solely by virtue of being a member of the Association.
8. Members relay Adan's messages and positions, but do not communicate directly on behalf of the association (with the exception of members of the Board of Directors and Committee Chairmen within their remit). Board members and Committee Chairmen within the scope of their responsibilities). Members are bound by the Association's language, communicated internally to members, when communicating in connection with Adan.

9. Members must not, on behalf of Adan, adopt individual positions or positions which have not been validated and formalised by consensus, in particular within the Committees and/or Working Groups. Members who hold positions that are antagonistic to those of Adan shall inform the Association's Executive Committee.
10. At the time of their renewal, members must certify the veracity of the criteria used to calculate the amount of their annual dues. Any withholding, concealment or modification of information resulting in a discrepancy between the dues due and received may lead to temporary or definitive exclusion from Adan.

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