

## Code of Conduct

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As a non-profit charitable organization, HHMI is committed to conducting its activities in accordance with the highest standards of integrity and ethics.

High ethical standards are not only important to maintaining the public trust in HHMI as an organization; they are also critical to HHMI's mission and values. Just as integrity and ethical conduct are woven into the fabric of science and the search for knowledge, they are essential to ensuring that HHMI's operational activities properly support its programs in scientific research and science education.

Accordingly, it is incumbent upon every HHMI employee, officer, Trustee, or advisor, when working for, managing, representing, or advising HHMI:

- To act in an honest and ethical manner;
- To comply with all applicable laws and regulations; and
- To take all practicable steps to identify and avoid or manage, through disclosure, recusal, or other appropriate means, all real or apparent conflicts of interest.

HHMI has other policies relating to standards of conduct for particular circumstances, positions, or activities that amplify on this Code of Conduct by providing additional guidance. It is the responsibility of each HHMI employee, officer, Trustee, and advisor to be familiar with and to conduct his or her activities in accordance with all applicable HHMI standards of conduct.

HHMI employees with questions about the HHMI policies relating to standards of conduct should speak with their supervisor or the People and Culture department.

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