

## **Leonardo/ISAST Code of Ethics** <sup>1</sup>

*Integrity in our words, actions and relationships.*

*Respect for the communities and people we work with and serve.*

*Responsibility for our decisions and their consequences.*

To the best of our ability, we aspire and commit to:

- Act with integrity in all our transactions and dealings;
- Avoid conflicts of interest; appropriately handle actual or apparent conflicts of interest in our relationships<sup>2</sup>;
- Treat every individual with dignity and respect; treat our employees with respect, fairness and good faith; provide conditions of employment that safeguard their rights and welfare;
- Act responsibly toward stakeholders; prioritize benefits for the communities we serve;
- Serve as a good nonprofit citizen and comply with both the spirit and the letter of the law;
- Be transparent and accountable for all of our actions; and
- Set an example for accountability, transparency, ethical conduct and effectiveness in the nonprofit field.

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<sup>1</sup>This short DRAFT is inspired by the [Charles Stewart Mott Foundation's Code of Ethics](#)

<sup>2</sup> Our Board of Trustees signs a Conflict of Interest Policy annually