

Code of Ethics and Business Conduct Standards

IPM Headquarters

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Statement of Principles

The International Partnership for Microbicides, Inc. (hereinafter referred to as “IPM” or the “Company”) is committed to quality, innovation and above all ethical professional conduct. Individual integrity supported by a dedicated organizational culture is the pledge that enforces the Company’s Code of Ethics and Business Conduct Standards (the “Code of Conduct”). This Code of Conduct applies to all IPM directors, employees, and others acting on behalf of the Company (each a “covered person”). Each covered person shall strive to protect the Company’s reputation for integrity and ethical conduct.

Compliance with Laws, Rules and Regulations

It is the policy of IPM to conduct its business in a manner that meets the highest ethical and legal standards. IPM will not engage in any activity that would be illegal, unethical, or otherwise in violation of applicable laws, rules, and regulations. IPM will not engage in any activity that would be illegal, unethical, or otherwise in violation of applicable laws, rules, and regulations. IPM will not engage in any activity that would be illegal, unethical, or otherwise in violation of applicable laws, rules, and regulations.

interests in publicly-held companies). This includes accepting a position on the Board of Director of such legal entities.

Taking part in any IPM decision involving a company or consultant that employs any family member.

such action, he/she should contact the appropriate HR Representative immediately. IPM will investigate and take appropriate action.

Confidentiality, Intellectual Property and Related Rights

All IPM employees are required to sign a Confidential Information and Inventions Agreement. This signed agreement must be returned to Human Resources by the first day of employment. Compliance with the terms of this agreement is essential to preserve the integrity of IPM's intellectual property rights and its relationships with third parties. Failure to comply with the terms of the Confidential Information and Inventions Agreement may result in disciplinary action, up to and including suspension without pay and/or termination of employment. Failure to comply with the terms of the Confidential Information and Inventions Agreement after the end of the employment with IPM may result in civil and/or criminal charges in accordance with applicable laws. (c 010.5 0(dP4 (ar)t 0 Tw)/.pl)-0.d

performance or other equitable relief to prevent the violation of my obligations hereunder.

- 3.3 I understand that this Agreement does not create an obligation on the Company, or any other person to continue my employment or consulting relationship.
- 3.4 Any waiver by the Company of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach hereof.
- 3.5 I hereby agree that each provision contained in this Agreement shall be treated as a separate and independent clause, and the unenforceability of any one clause shall in no way impair the enforceability of any of the other clauses herein. Moreover, if one or more of the provisions contained in this Agreement shall for any reason be held to be excessively broad as to scope,

