



HESI CODE OF ETHICS

The Health and Environmental Sciences Institute (“HESI”) is committed to generating science for a safer and more sustainable world. We believe that achieving this goal requires open, active, and ethical collaborations involving scientists with diverse technical and professional expertise. Our collaborators share a commitment to producing science for public benefit and a mutual respect for human, animal, and environmental health and safety.

We understand that HESI’s scientific credibility and impact is the product of the high ethical standards of our members and our staff. As such, we commit ourselves to pursuit of the following HESI values:

- **Collaboration:** Respectful interactions that recognize differences and leverage synergies in perspective, approach, and interpretation of scientific issues are core to HESI’s mission. By supporting this diversity and interaction, we enrich HESI’s ability to generate relevant and rigorous science.
- **Respect:** HESI is committed to a safe and collegial work environment, so that all HESI activities take place in a climate of understanding and mutual respect for the dignity and worth of each individual.
- **Diversity:** HESI is committed to promoting access, equity, and inclusiveness; and to discouraging discrimination based on race, color, disability, national origin, religion, ethnicity, gender, sexual orientation, age, socio-economic status, and other forms of discrimination that violate applicable laws or otherwise deny the essential humanity of all people. In both the hiring of staff and the appointment of members of the Board and other HESI governance bodies, HESI will seek to establish a genuinely diverse workplace and governing body.
- **Transparency:** Access to quality information and contemporary methods is essential to public and environmental health decision-making. All of HESI’s scientific programs are committed to the generation of robust and publicly accessible resources and activities.
- **Independence:** In the context of HESI’s programs and efforts, all HESI members must act in the interest of HESI’s mission to generate science with a public benefit for improved human and environmental health. We understand that HESI does not promote legislative policy changes or advocate for individual stakeholders or products.
- **Integrity:** HESI’s scientific programs and organizational activities will be conducted to the highest standards of ethical conduct and scientific rigor. As HESI members and staff, we will exhibit a respect for laws, regulations, ethical standards for human and animal research, and for our colleagues around the world. We will adhere to HESI’s operating policies with regard to disclosing conflicts and solely to produce science for public benefit.
- **Opportunity:** HESI provides equal opportunity and equal consideration to all members and staff without regard to sex, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, or veteran status. As these principles are fundamental to HESI’s mission, we request that any concerns regarding potential non-compliance be forwarded to HESI’s legal counsel (ssullivan@hesiglobal.org).