



ISCC Code of Conduct

2025

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A Message from the Management

Dear Colleagues and Partners,

At ISCC, we strongly believe in achieving the UN Sustainable Development Goals. Every action we take in our daily business and personal conduct brings us closer to this shared goal. We understand that our success depends not only on economic performance but also on our adherence to high standards of ethical behaviour, corporate responsibility, and sustainable practices.

Our corporate culture is built upon the pillars of respect, trust, collaboration, creativity, and accountability. We value respectful and trustful cooperation, team spirit, entrepreneurial responsibility, and innovation. Together, these elements create a foundation for a work environment where every employee is encouraged to think creatively, act responsibly, and approach challenges with a mindset geared toward sustainable solutions. Each decision we make reflects our collective values and impacts our business, our brand, and our commitment to society. Therefore, it is essential that we consider these principles in every choice we make, ensuring that our actions consistently align with our ethical standards and shared vision.

This Code of Conduct guides us, setting out the basic principles that help us work together harmoniously and in line with our values. Think of it as a tool to support you in your daily work – something that reminds us of the standards we uphold, both for ourselves and for each other. If you ever notice something that doesn't align with our values or ethical principles, remember that your voice matters. This Code encourages you to speak up, knowing that we are responsible for protecting the culture we have built together.

We believe the freedom to explore and innovate is essential to each person's creativity, growth, and success. Alongside this freedom, though, our responsibility is to act in ways that honour our values and respect our community, environment, and shared purpose. We rely on each team member to make thoughtful choices that strengthen ISCC's integrity and foster a positive, ethical workplace. That's why we have zero tolerance for behaviour that compromises our values or disrespects our mission.

Adhering to this Code goes beyond individual responsibility; it's central to reinforcing ISCC's positive societal role. We sincerely thank each of you who embodies these principles in your daily work, fostering a culture grounded in integrity and accountability and contributing to making ISCC outstanding.



Norbert Schmitz



Jan Henke



Andreas Feige

Who is this Code for?

This Code of Conduct applies to all individuals and entities associated with our organisation, including employees at all levels, as well as management and team leads. It also extends to our Board Members, partners, customers, and any third parties seeking to engage with us. We hold everyone to the same high standards of ethical behaviour, integrity, and professionalism, as outlined in this code. By upholding these principles, we foster a culture of trust, accountability, and mutual respect, which is the foundation for our interactions and commitments to excellence.



Our Vision

Our vision is to be the global leader in sustainability certification, ensuring that every supply chain contributes to a climate-friendly, circular, and ethical economy, with equitable social safeguarding resources for future generations.

Our Mission

At ISCC, we are committed to driving sustainability through transparent, credible, and globally recognised certification systems.

Our mission is to empower companies and stakeholders across industries to build sustainable supply chains through trusted and comprehensive certification. We verify responsible sourcing, traceability, and deforestation-free practices, fostering positive environmental and social impact worldwide.

The Workplace

How we treat one another

At ISCC, our greatest asset is our people. We are committed to fostering a prejudice-free work environment that is inclusive, respectful and supportive for everyone. We are proud of our diversity, and we embrace and appreciate the unique qualities and experiences that each person brings to the team.

We have zero tolerance for any form of harassment, bullying or discrimination. Everyone has the right to a safe and inclusive workplace where they feel valued and heard.

Role model function

At ISCC, we know that every employee is a multiplier and ambassador of our ideas, values and principles. **We believe that leadership is demonstrated through actions, not titles, which is why each individual, no matter what level, has a responsibility to set a positive example.** This means upholding the highest standards of integrity, professionalism and respect in all interactions and fostering a culture of excellence and accountability.

Managers, Associate Directors, and Team Leads are pivotal in modelling exemplary behaviour and setting a positive standard within the organisation. They are responsible for inspiring and guiding their team members, ensuring that the ISCC values are not only ingrained within the organisation's culture but also reflected in every action and decision made collectively. Furthermore, these leaders must create an environment where team members feel safe and supported, encouraging open dialogue for those seeking assistance or clarity regarding this Code.



The Workplace

Honesty shapes our interactions

We see mistakes as a natural part of the growth process and as opportunities for improvement. We particularly value openness and promote a speak-up culture so we can identify sources of error, analyse them, and take measures to prevent them from happening again.

This proactive attitude towards errors ensures that we continuously improve and innovate, maintaining our commitment to excellence.

Goal orientation

We believe that only by pushing boundaries and encouraging one another can we collectively drive impactful change and contribute to a more sustainable future. This is why we expect our employees to have a mindset of constant improvement, innovation and collaboration and to always try to exceed the expectations of our customers and partners.

We expect employees on all levels to take responsibility for making ethical decisions in their daily work and to be accountable for the outcome of their actions.

Protection of company property

The ISCC property includes tangible property, such as premises, office equipment and IT systems as well as intellectual property and confidential information.

We use all the company's property and resources appropriately and carefully and protect them from loss, theft or misuse. We defend all our assets against any unauthorised access by third parties. Equally, we respect third-party's property and we restrain ourselves from any unauthorised use of it.



Business Practices

Bribery and Corruption

We are committed to conducting business with integrity and transparency, ensuring our success is based solely on the quality of our services.

Corruption involves abusing one's position for personal gain, while bribery entails offering or accepting something valuable to influence someone's decision.

We adhere to anti-bribery and anti-corruption laws wherever we do business. Regardless of local laws, we never offer, pay, promise to pay, or accept anything of value, either directly or indirectly, to improperly influence the judgment or actions of others, whether it involves public officials or the private sector. We demand the same level of integrity from our customers and suppliers.

For a more detailed overview of our Anti-corruption policy, please check [HERE](#).

Conflict of Interest

A conflict of interest may arise if an employee takes an action intended to generate a profit for themselves or a related third party.

Any business decision we make must be free of personal interests and motives and exclusively in the best interest of the ISCC.

You should voluntarily disclose to your supervisor or the Head of Compliance any possible conflicts of interest that are inherent in your person or any person close to you.

For a more detailed overview of our Conflict of Interest Policy, please check [HERE](#).

Gifts and Entertainment

Fostering strong business relationships with our customers, suppliers, and other stakeholders is crucial to our success. While invitations and gifts can enhance these connections, we ensure they are never used to unfairly influence business decisions or interactions.

Politely decline any gifts, regardless of value, from current or potential suppliers, customers, or business partners if accepting them could appear as a conflict of interest.

Additionally, never request gifts, meals, entertainment, or favours from these third parties, as doing so would violate our Code and could damage not only your personal but also ISCC's integrity.

For a more detailed overview, please check Section 5 of our Anti-corruption Policy [HERE](#).



Business Practices

Fair Competition

We are convinced that everyone benefits from a free and competitive market, so we are determined to compete fairly and in compliance with all antitrust and competition laws.

We do not exchange competitively sensitive information with our competitors, nor do we enter into agreements that violate applicable antitrust laws.

For a more detailed overview, please check our Competition Policy [HERE](#).

Prevention of money laundering and financing terrorism

Money laundering involves concealing funds generated from criminal activities – like terrorism, drug trafficking, tax evasion, human trafficking, and fraud – by funnelling them through legitimate businesses.

We are dedicated to preventing the misuse of our operations for such illicit purposes, and we strictly comply with anti-money laundering, financial crime, and antiterrorism laws worldwide, ensuring our commitment to ethical, transparent, and responsible business practices.

We expect our employees to act proactively by immediately reporting any suspicious transactions to the Head of Compliance. Stay alert for red flags such as requests for cash payments, incomplete information, or the involvement of third parties, and ensure that all concerns are promptly and accurately documented for further investigation.

Data Protection

Protecting the data of our customers and employees is of utmost importance to us, and we process this information only to the extent permitted by law. We take non-disclosure agreements with our customers seriously, and we expect all employees to maintain the highest standards of confidentiality and security.

We believe that protecting sensitive data – whether it belongs to our company, customers, or partners – is a responsibility every employee shares.

We expect all team members to handle proprietary, financial, and operational information with the highest level of discretion and to safeguard any customer data entrusted to us. This commitment also extends to respecting the confidentiality of closed meetings, ensuring that discussions are not shared outside of authorised channels.



Responsible Member of Society

Environmental responsibility

At ISCC, our commitment to environmental protection is more than just an obligation – it is a core value that influences every decision, action, and operation. We firmly believe that a healthy planet is vital to the well-being and prosperity of both current and future generations. To this end, we are dedicated to minimizing our environmental impact by embracing sustainable practices wherever possible.

We hold ourselves to the highest standards of environmental responsibility and expect the same from our employees, partners, and suppliers.

Everyone connected with ISCC is encouraged to proactively reduce their environmental footprint and actively support our sustainability objectives.

Human rights and fair working conditions

Respect for human rights is a cornerstone of our company's values.

We are committed to upholding and advocating for the principles outlined in the United Nations Global Compact, the Universal Declaration of Human Rights, the International Covenants on Civil and Political Rights, Economic, Social, and Cultural Rights, as well as the core labor standards set forth by the International Labor Organization (ILO). We expect our suppliers to adhere to these same principles.

We categorically reject all forms of forced, compulsory, and child labour, as well as modern slavery and human trafficking. These practices have no place in our operations or supply chains, and we are committed to ensuring that they are eradicated wherever we have influence.

Social commitment

We are committed to proactively embracing our social responsibility, ensuring that our actions contribute to the protection and preservation of our planet.

We consistently seek to engage in sustainable practices that align with our values, and we weave social responsibility into every aspect of our team activities.



Responsible Member of Society

Political engagement and lobbying

We do not endorse any political party or candidate, nor do we make donations, whether in cash or kind, in Germany or any other area of operations, in support of political entities.

Contributions to charities in the countries where ISCC operates or conducts business are never a condition for, nor an attempt to influence, any governmental action or decision.

For a more detailed overview, please check Sections 6 and 7 of our Anti-Corruption Compliance Policy.

Our approach to lobbying is guided by ethical principles and a commitment to driving positive change. We advocate for policies that promote sustainable growth, protect the environment, and enhance social equity.

By engaging in responsible lobbying, we strive to influence legislation in ways that benefit both our organisation and society at large.

We are proud to have voluntarily joined the EU Transparency Register, demonstrating our support for transparent and ethical lobbying practices.

Appearance and communication in public

Even in our private lives, we recognise that our actions may be seen as a reflection of ISCC. Therefore, we are committed to upholding ISCC's image and reputation through our behaviour and public appearance. As ISCC ambassadors on social media platforms, we understand our collective responsibility to maintain and enhance the company's image.

For a more detailed overview, please check our Social Media Policy.

Additionally, to ensure consistent and accurate communication, we refrain from making any media statements without prior coordination and approval from our Marketing and Communications department.



Making the Right Decision

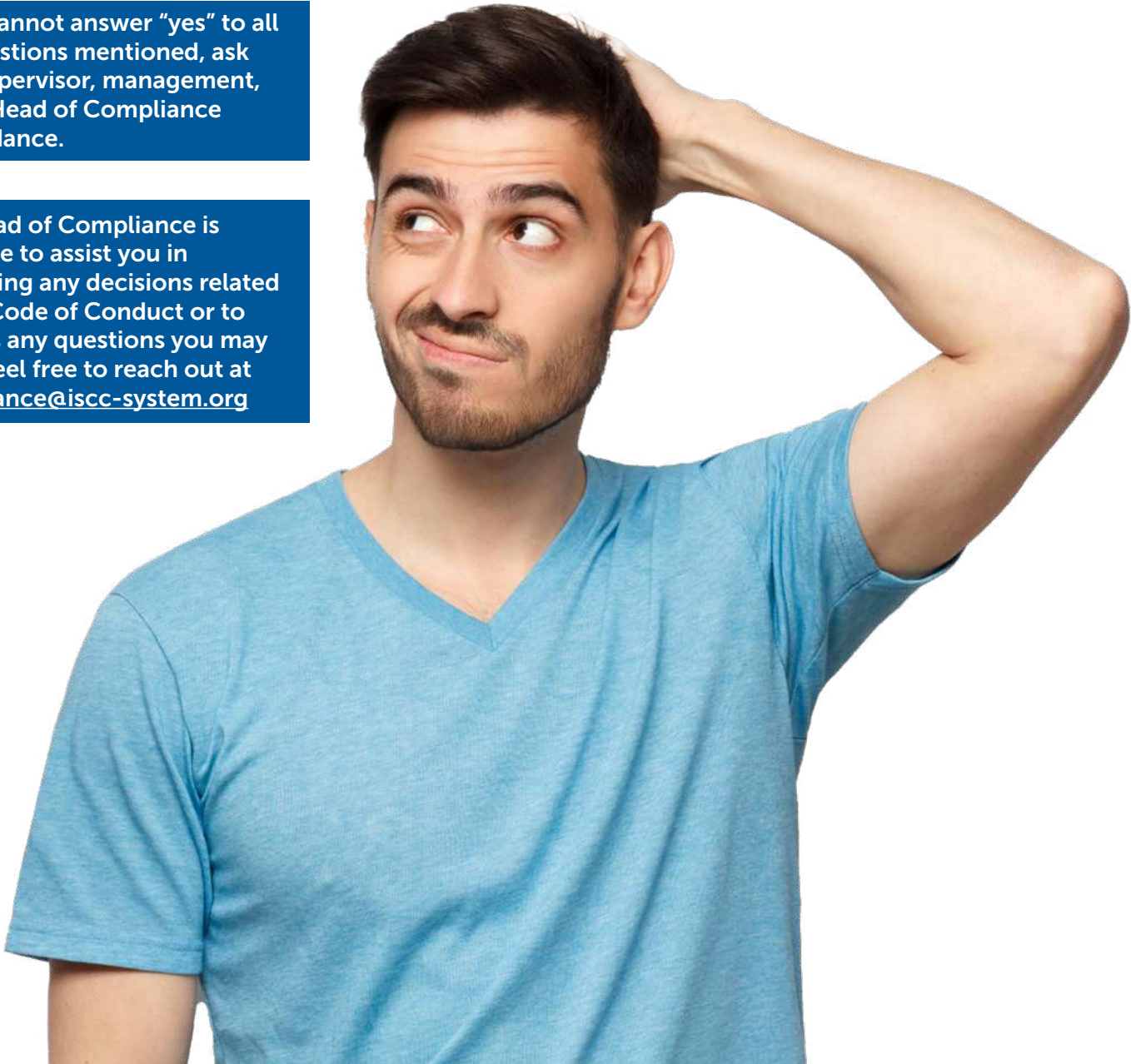
What if you face a decision where it is not clear what is the right thing to do?

Ask yourself the following questions:

1. Is it legal?
2. Is it consistent with our code and/or other relevant policies?
3. Does the company benefit from it?
4. Would I be comfortable if the decision was made public?

If you cannot answer “yes” to all the questions mentioned, ask your supervisor, management, or the Head of Compliance for guidance.

The Head of Compliance is available to assist you in navigating any decisions related to the Code of Conduct or to address any questions you may have. Feel free to reach out at compliance@iscc-system.org



Speak up!

We all play a vital role in maintaining a healthy work environment and are responsible for upholding our culture, reputation, and values.



If something doesn't seem right, please speak up and share your concerns. If you're uncomfortable discussing it with your supervisor, the Head of Compliance, or the People & Culture team, you can report it anonymously using our [Employee Whistleblower Tool](#). For more information, please refer to our [Employee Whistleblower Policy](#).

[The Federal Anti-Discrimination Agency](#) also offers confidential, no-cost counselling services for individuals facing discrimination. The agency can also assist in locating a counselling centre near your place of residence.

E-Mail for counselling:
beratung@ads.bund.de
Tel. : 0800 546 546 5

Counselling Enquiries:
Mon - Thu 9 a.m. - 3 p.m.

Head of Compliance:
compliance@iscc-system.org



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