

Institute of Freesourcing Practitioners (IoFP)

CODE OF ETHICS (version 2.1 2009)

I, _____, will conduct my business honestly and ethically wherever I operate in the world. I will constantly improve the quality of my services, my organizations services, products and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment. I will not compromise business principles for short-term advantage as we are all expected to adhere to high standards of personal integrity.

I will adhere to the ten tenets of Freesourcing wherever possible in transacting free resourcing activities, namely:

1. Freesourcers use what they have to get what they need.
2. Freesourcers never take more than they need.
3. Freesourcers value relationships more than money.
4. Freesourcers seek out creative alternatives.
5. Freesourcers see time as more valuable than money.
6. Freesourcers learn about other people's businesses.
7. Freesourcers understand that free may not always mean best quality.
8. Freesourcers always give something back in return for what they take.
9. Freesourcers conjure brilliance from nothing.
10. Freesourcers start businesses for more than just money.

No bribes, similar remuneration or consideration shall be given to any person or organization in order to attract or influence business activity. Officers, directors and employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

Officers, directors and employees will often come into contact with, or have possession of, proprietary, confidential or business-sensitive information and must take appropriate steps to assure that such information is strictly safeguarded. This information—whether it is on behalf of our company or any of our clients or affiliates—could include strategic business plans, operating results, marketing strategies, customer lists, personnel records, upcoming acquisitions and divestitures, new investments, and manufacturing costs, processes and methods. Proprietary, confidential and sensitive business information about this company, other companies, individuals and entities should be treated with sensitivity and discretion and only be disseminated on a need-to-know basis.

Violation of this Code of Ethics can result in discipline, including possible termination of membership of the Institute of Freeourcing Practitioners.

Signed _____

Date _____