



ifa
INTERNATIONAL
FERTILIZER ASSOCIATION

CODE OF CONDUCT

November 2018



Preamble :

Members of the International Fertilizer Association (IFA) have jointly defined IFA's mission to promote the efficient and responsible production, distribution and use of plant nutrients and every member of IFA plays an important role in carrying out this mission. In the common interest of all members, membership in IFA entails a shared commitment to respect business ethics and a joint commitment to protecting the sector as a whole. This code of conduct also reiterates membership commitments outlined in IFA's Articles of Association and additional guidelines.

I. Commitments to respect business ethics:

- Members shall comply with laws, rules and regulations in the countries and communities where they operate and not knowingly assist any third party (including a third-party agent or representative) to violate any law of any country on the Member's behalf.
- Members will not offer, pay or receive bribes or anything of value to gain an improper advantage or engage in any other illegal or unethical, fraudulent or corrupt practice. Members will respect and comply with all applicable laws relating to commercial bribery and laws relating to interactions with government officials.
- Members shall adhere to the highest standards of business conduct, honor all business obligations, respect the sanctity of contracts and foster fair, ethical and legal trade practices.
- Members shall respect and comply with all relevant anti-trust and global competition laws in their interactions with other IFA members).

II. Commitments to protect the image of the sector as a whole:

- Adherence to IFA's 12 SHE Principles: Members shall demonstrate leadership and management commitment with regard to safety, security, health and environmental issues in fertilizer production, distribution and trade.
- Every IFA member is expected to operate in an ethical way that reflects well on the fertilizer industry as a whole.
- In their communications and outreach efforts, IFA members may not denigrate other fertilizer industry segments or products when profiling or promoting their own segment or product.

- Whereas IFA member participation in UN, OECD or *other multi- and plurilateral initiatives* is encouraged, in instances when such initiatives include a specific focus on and/or negotiation related to plant nutrition of relevance to all members, the IFA Secretariat is tasked with coordinating a common industry position to ensure sound representation of the entire industry rather than individual company interests.

III. IFA membership commitments vis-à-vis the Association:

- Adherence to IFA's Articles of Association:
 - Art. 5. Liability of Members;
 - Art.11.2 Unpaid Membership Fees;
 - Art.11.4 Loss of Eligibility;
 - Art.11.5 Expulsion;
 - Art.16 Directors' situational conflicts of interest.
- Adherence to IFA's copyright policy:
 - [Copyright Policy.pdf/Member Access/IFA structure/Legal Notice](#)
- Adherence to IFA's Antitrust Guidelines:
 - [Ifa competition law compliance guidelines.pdf/Member Access/IFA structure/Legal Notice](#)
 - [GeneralGuidelinesforMeetingsandFunctions.pdf/Member Access/IFA structure/Legal Notice](#)

IV. Non-Compliance:

- Any IFA member may submit to IFA Director General / Secretariat any claim concerning another IFA member's alleged non-compliance with the Code of Conduct. Members can report violations in writing to the IFA Director General or to a Member of the Executive Board. Should the IFA Secretariat become aware of any potential non-compliance on its own, it must also bring it to the attention of the Executive Board.
- The IFA Secretariat will review the claims and determine if an investigation is necessary, also by speaking to the party in alleged non-compliance.
- The IFA Secretariat will report on the matter to the Executive Board. Recusals of Executive Board members, if implicated in a claim, will be considered. The Executive Board can advise the Secretariat on a course of action, which may include encouraging the IFA member back into compliance.
- IFA will not tolerate retaliation against any Member who, in good faith, reports a concern or wrongdoing or violation of the Code.
- Should an issue of non-compliance not be resolved, upon recommendation of the Executive Board, the Board may decide to expel a member in violation of the Code of Conduct from the Association. (AoA 11.5.3/ Expulsion can be determined by Board of Directors in case of a member *"taking actions or behaving in a manner which brings or is likely to bring the Association into disrepute"* with such notice periods and on such terms

as the Board may deem appropriate. 11.6/ *“If expulsion is envisaged, the Board shall give the Member concerned a reasonable opportunity to state its case before reaching a decision.”*)

V. Review:

- IFA’s Code of Conduct must be approved by the IFA Board of Directors and the membership in its entirety and should then be signed by every IFA member (attesting their adherence to the Code throughout the duration of their membership within the Association).
- The Code will be reviewed on a periodic basis to ensure it remains up to date with the industry’s operating environment and expectations of IFA members and external stakeholders. Each subsequent version must be approved as laid out in above paragraph and signed by every IFA member.