



Highest Ethical Standards

The extended ICFO community reiterates its commitment to strengthen adherence to policies that promote premium ethical practises in all activities

May 29, 2023

ICFO's community reinforces its commitment to conducting all its activities with the highest ethical standards.

ICFO trusts that all individuals, institutions and companies affiliated, collaborating, working at or with the Institute proactively honour the highest ethical and professional standards in all activities, be these related to scientific research, training through research, technology and knowledge transfer, mentoring, operations and/or administration procedures.

Since its very foundation in 2002, ICFO has consistently worked to develop a set of comprehensive policies that promote the above-mentioned principles. In order to strengthen the compliance of such policies, there are multiple routes in which any interested person may collaborate

Proactive suggestions for ways to strengthen adherence to ethical practices may be directed

to ICFO's Ethics Committee.

ICFO personnel may address actionable concerns and complaints to **appointed**

Ombudspersons detailed on the Intranet.

Should there be legal concerns, **confidential channels** have been established for the reporting of potential misconduct in any of the relevant categories. Anyone who has detected a potential inappropriate action and that can provide reasonable evidence, is encouraged to submit the information through the established whistleblowing channel.