

## ESO Code of Conduct

Members of the ESO Board, Executive Committee (EC) and Conference Planning Group (CPG) are expected to demonstrate the highest standards of integrity and professionalism. To ensure a strong and successful organisation, our activities require honesty, equity and transparency.

**By accepting appointment to these senior leadership positions, members of the Board, EC and CPG agree to follow this Code of Conduct with its guidance below, and to work within the spirit of the guidance in any instance where specific examples are not outlined.**

### Personal Behaviour:

- Act ethically, with honesty and integrity, in the best interests of stroke patients and ESO at all times
- Not make improper use of their position as Board/EC/CPG to gain personal advantage or advantage for their institution
- Take responsibility to contribute actively to all aspects of the Board/EC/CPG's role
- Make decisions fairly, impartially and promptly, taking reasonable regard of available information, legislation, policies and procedures; and observing democratic principles when reasonably possible
- Make reasonable efforts to remain properly informed
- Consider the financial, strategic and other implications of decisions within the Board/EC/CPG
- Act in a financially responsible manner
- Plan to attend and contribute actively to a majority of eligible Board/EC/CPG meetings
- Act to encourage involvement and to develop skills and experience of younger members within ESO; and to promote due balance of representation within the committees and activities of ESO
- Board/CPG/EC members do not receive revenue or incentives for their tasks within the Board/CPG/EC
- ESO encourages industry symposia at its conferences. However, ESO does not favour any company and ESO does not promote any product
- Thus, Members of the EC, the Chair of the BoD as well as the CPG Chair and Co-Chair should not chair or speak at industry symposia held at the respective ESO conferences.

Communication and Official Information:

- Promote transparency of decision-making and activities of ESO within the reasonable limits imposed by contract negotiations etc
- Avoid disclosure of confidential information or documents acquired through membership of the Board/EC/CPG, other than as required by law or where agreed by decision of the Board/EC/CPG
- Healthy debate is a strength of ESO's democratic approach, but members agree to accept the principle of collective responsibility for policies and decisions formally determined by Board/EC/CPG meetings
- Written and oral communication on behalf of ESO should be aligned with relevant messages or policies developed within the respective Board/EC/CPG meeting
- Respect the confidentiality of personal information held by ESO and the right to privacy of its members; and recognise the intellectual property/contributions of members who contribute to ESO activities

Conflicts of Interest:

It is recognised that committee members benefit socially, academically and professionally from their involvement with ESO but also that they devote considerable time and effort to the field in the service of ESO. A balance that will be recognised by independent observers as reasonable and fair should be maintained.

- Not allow personal, academic, institutional or financial interests, nor the interests of any associated person, to conflict with the interests of ESO
- Where conflicts of interest may arise, declare these openly and agree measures with colleagues to ensure that they are appropriately managed, in the interest of patients and of ESO
- Decline gifts or favours that might cast doubt on their ability to apply independent judgment as a member of the Board/EC/CPG
- Encourage cooperation across ESO-associated groups and institutions while promoting respect for their unique contributions

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