



IRW Ethical Code

Our vision: To be the preferred Nordic CRO

Act with: *Respect*

Responsibility

Loyalty

Our Ethical Code:

*Always work with high integrity and take responsibility for your work

IRW has dedicated, professional and motivated employees. All the work we do is according to current regulations and guidelines i.e. ICH-guidelines, local ethical requirements, the Helsinki Declaration and customer or IRW SOPs. Each employee is responsible to adhere to applicable laws and guidelines and to act with high integrity and good judgment. Set your ethical standards high and be proud of the work you deliver.

*Value our customers

IRW employees have the utmost respect for our customers and their goals and visions. We keep deadlines and bring high quality in all work. IRW employees will handle information regarding possible and current customers with highest confidence and keep the information exclusively within IRW.

*Respect yourself and the people you work with

We expect proper ethical behavior towards the company, customers and colleagues, and we expect our employees to be treated the same way. All people should be given equal opportunities, regardless of sex, gender, age, race and religious, political or sexual orientation. An IRW employee is open minded and do their best to assist colleagues and customers. All Line Managers at IRW work with an “open-door” mentality and should always be available for their personnel.



***The IRW team – our asset**

We want the IRW employees to grow with the company, to expand and increase their competences and qualifications. The employees should be stimulated to learn, innovate and implement new ideas and techniques. IRW will support the employees to bring them further in their career.

***Be open**

An IRW employee always communicate to customers, colleagues and stakeholders in an honest manner; being clear, direct and open with everything he or she does, still respecting the customers' integrity. Our records should be kept accurate and open for audit and control. Fees, reimbursements and gifts must be given or obtained without any suspicion of bribery, and according to regulations and guidelines.

***Don't assume –ask**

If an ethical dilemma arises, the manager or a senior IRW employee should be contacted for guidance, if there is the slightest doubt how the situation should be handled. IRW is based on teamwork and team efforts, and problems should be handled with care within the team as well.

***Building a good reputation**

Our vision is to be the preferred Nordic CRO. It is essential that we build the company foundation on strong ethical principles to be able to realize this vision. We are not only aiming to be the preferred Nordic CRO for our customers, but also for current and future colleagues.