

Cape Cod Chamber of Commerce

Code of Ethics Policy

For Board Adoption June 6, 2007

We at the Cape Cod Chamber of Commerce will conduct our business honestly and ethically wherever we operate in the world. We will constantly look to improve the quality of our services, products and operations and will strive to maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust and sound business judgment. No illegal or unethical conduct on the part of officers, directors, employees, volunteers or affiliates will be tolerated. The Cape Cod Chamber of Commerce will not compromise its principles for short-term advantage. The ethical performance of this Chamber is the sum of the ethics of the men and women who work and volunteer here. Thus, we are all expected to adhere to high standards of personal integrity.

Officers, directors, volunteers and employees of the Chamber must never permit their personal interests to conflict, or appear to conflict, with the interests of the Chamber, its members or affiliates. Officers, directors, volunteers and employees must be particularly careful to avoid representing The Cape Cod Chamber of Commerce in any transaction with others with whom there is any outside business affiliation or relationship.

Officers, directors volunteers and employees of The Cape Cod Chamber of Commerce 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 Chamber or any of our members or affiliates—could include strategic business plans, operating results, marketing strategies, customer lists, personnel records, upcoming acquisitions and divestitures, new investments, processes and methods. Proprietary, confidential and sensitive business information about this Chamber, other chambers, companies, individuals and entities should be treated with sensitivity and discretion and only be disseminated with approval of management and/or executive committee.

Officers, directors, volunteers and employees will seek to report all information accurately and honestly, and as otherwise required by applicable reporting requirements.

Officers, directors, volunteers and employees will refrain from gathering competitor intelligence by illegitimate means and refrain from acting on knowledge which has been gathered in such a manner. The officers, directors, volunteers and employees of The Cape Cod Chamber of Commerce will seek to avoid exaggerating or disparaging comparisons of the services and competence of their competitors.

Officers, directors, volunteers and employees will obey all Equal Employment Opportunity laws and act with respect and responsibility towards others in all of their dealings.

Officers, directors, volunteers and employees agree to disclose unethical, dishonest, fraudulent and illegal behavior, or the violation of Chamber policies and procedures, directly to management.

Violation of this Code of Ethics can result in discipline, including possible termination of employment, membership, and board seat or officer position.