



Fennoscandian Association for Metals and Minerals Professionals

Regulations and Code of ethics

1 OBJECTIVE

To prescribe acceptable behaviour of its members and to ensure that all members are informed of the Code of Ethics established by the Fennoscandian Association for Metals and Minerals Professionals (FAMMP).

2 SCOPE

This regulation is to be applied in parallel with FAMMP's statutes. If there are any ambiguities or contradictions, the statutes shall take precedence.

This Regulation covers the definition of the Code of Ethics, provides guidance on its contents and explains the actions that FAMMP may take if members breach the Code.

3 **This Regulation shall be applied by all members of FAMMP.**

4 THE CODE

- 4.1 The Code of Ethics is Annex A to this Regulation. All Members may propose changes to the Regulations and Code of Ethics formally in writing to the Board of Directors at any time and these shall be reviewed by the Board and considered by the Annual General Meeting.
- 4.2 These Regulations and Code of Ethics shall be reviewed by the Board to ensure that it remains relevant and the Board may propose amendments to the Code.
- 4.3 Amendments to the Regulations and Code of Ethics shall be approved by Annual General Meeting through amendments to this Regulation.

5 GUIDANCE ON THE CODE

- 5.1 The Code applies to all members of the Fennoscandian Association for Metals and Minerals Professionals.
- 5.2 Any individual member who, in a professional capacity, provides advice to others, whether to clients, employers or to the public directly or via the media is required, under the Code of Ethics, to restrict such advice to their own areas of expertise. For guidance, the FAMMP considers that an individual's areas of expertise are likely to be characterised by some or all of the following:



- A relevant education and degree from a university or university college, or have accomplished the similar knowledge in another way that must be verifiable;
- A period of relevant experience in the specialist area that will most probably have led to the individual having been awarded the title of FAMMP membership;

5.3 The Board shall ensure that the website includes the Code of Ethics and provides a procedure for submission of complaints or notification of breaches of the code.

5.4 If evidence becomes available to the FAMMP that there has been a breach of the Code, the evidence shall be examined in accordance with the procedures defined by FAMMP's Statutes, 54§. The Disciplinary Committee may, according to 57§ in the Statutes, decide to either of giving a remark or a warning or exclude a Member from the FAMMP for a breach of the Code of Ethics, for example, for failure to enforce the Code of Ethics within its membership. The Disciplinary Committee may remove the title as Qualified Person from an individual for a serious breach of the Code of Ethics.

6 USE OF TITLE AND LOGOTYPE

A Member may use the title "Member FAMMP" as well as the official FAMMP logotype on business cards, reports or similar when acting in a professional capacity.

ANNEX A

Code of Ethics

General Principles

- 1** All members following this Code must pay regard to their professional conduct to the standards and to the spirit of the following clauses, so as not to harm the dignity of the profession.
- 2** The privilege of exercising their respective profession demands the highest standards of integrity, morality, professional conscience and moral responsibility of the members.
- 3** The member is responsible for the impression he/she gives of the profession in the opinion of those around him/her and of the public at large.
- 4** The member is obliged to maintain professional secrecy, and to protect third parties if acting as a competent person.

Relations with other Professionals

- 5** The rules of loyalty and honesty should control the actions of the member towards his/her colleagues, his employers and to third parties with whom he/she is in contact.



In particular, he/she is required not to divulge information liable to discredit another colleague.

- 6 The member must not put his/her name to anything that is untrue or misleading, nor make agreements that prejudice his/her client's position.

Relations with Clients

- 7 The member must always inform his/her client of the true limitations of practical results that might be obtained from a given professional assistance, especially if it implies increased costs for the client.
- 8 The member must avoid any sort of negligence in the practice of his/her profession, especially when this gives rise to risks or of material or moral damage for his/her client or for the environment.
- 9 The member must not alter, exclude, or deny the existence of, facts or accepted technical or scientific truths which could thereby favour a client or mislead the public.
- 10 The member must not promise or broadcast specific professional advice that cannot be supported by a genuine, objective possibility, nor seek to publicise professional qualifications that he/she does not actually hold with the aim of keeping his client from going to other professional colleagues.
- 10.1 The member must refer, or advise reference, to the help of other specialists whenever the interests of his/her employer or client are thereby better served. He/she must, in his/her conclusions, distinguish between his/her own work and that of his/her colleagues.
- 10.2 If, after having given his/her advice, a member becomes aware that it will not be entirely followed, he/she should, regardless of his/her own position, inform the relevant person of the foreseen risks.
- 11 The member should not take on the functions of an expert in fields that may raise a conflict of interest for his/her existing clients.

Working environment

- 12 A respectful and fruitful working environment is fundamental for maintaining a high level of professionalism. Therefore, discrimination or harassment, of any kind, is unacceptable because it offends the dignity of persons and seriously undermines the atmosphere of trust essential to the work of all professionals. Such actions should be denounced immediately to authorities. It is unprofessional and unethical to condone any kind of discrimination or harassment or to disregard complaints of harassment from colleagues or staff.