

# CERN Internal Audit Code of Ethics

Members of CERN internal audit shall govern themselves by adherence to the Institute of Internal Auditors "Code of Ethics".

## Introduction

The purpose of The Code of Ethics is to promote an ethical culture in CERN internal audit. The mission of Internal Audit is to enhance and protect organizational value by providing risk-based and objective assurance, advice, and insight.

Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve the Organization's operations. It helps the Organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.

A code of ethics is necessary and appropriate for the profession of internal audit, founded as it is on the trust placed in its objective assurance about risk management, control, and governance. The Code of Ethics extends beyond the definition of internal auditing to include two essential components:

- Principles that are relevant to the profession and practice of internal auditing;
- Rules of Conduct that describe behaviour norms expected of internal auditors. These rules are an aid to interpreting the Principles into practical applications and are intended to guide the ethical conduct of internal auditors.

The Code of Ethics provides guidance to Members of the Internal Audit Activity.

## Applicability and Enforcement

This Code of Ethics applies to all members of CERN internal audit.

The fact that a particular conduct is not mentioned in the Rules of Conduct does not prevent it from being unacceptable or discreditable, and therefore, the member can be liable for disciplinary action, in accordance with the Staff Rules and Regulations, Chapter VI, Section 2 on "discipline".

## Principles

Members of CERN internal audit are expected to apply and uphold the following principles:

### 1. Integrity

The integrity of internal auditors establishes trust and thus provides the basis for reliance on their judgment.

### 2. Objectivity

Internal auditors exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined. Internal auditors make a balanced assessment of all the relevant circumstances and are not unduly influenced by their own interests or by others in forming judgments

### 3. Confidentiality

Internal auditors respect the value and ownership of information they receive and do not disclose information without appropriate authority unless there is a legal or professional obligation to do so.

### 4. Competency

Internal auditors apply the knowledge, skills, and experience needed in the performance of internal auditing services.

## Rules of Conduct

### 1. Integrity

Internal auditors:

- 1.1. Shall perform their work with honesty, diligence, and responsibility.
- 1.2. Shall observe the law and make disclosures expected by the law and the profession.
- 1.3. Shall not knowingly be a party to any illegal activity, or engage in acts that are discreditable to the profession of internal auditing or to the Organization.
- 1.4. Shall respect and contribute to the legitimate and ethical objectives of the Organization.

### 2. Objectivity

Internal auditors:

- 2.1. Shall not participate in any activity or relationship that may impair or be presumed to impair their unbiased assessment. This participation includes those activities or relationships that may be in conflict with the interests of the Organization.
- 2.2 Shall not accept anything that may impair or be presumed to impair their professional judgment.
- 2.3 Shall disclose all material facts known to them that, if not disclosed, may distort the reporting of activities under review.

### 3. Confidentiality

Internal auditors:

- 3.1 Shall be prudent in the use and protection of information acquired in the course of their duties.
- 3.2 Shall not use information for any personal gain or in any manner that would be contrary to the law or detrimental to the legitimate and ethical objectives of the Organization.

### 4. Competency

Internal auditors:

- 4.1. Shall engage only in those services for which they have the necessary knowledge, skills, and experience.
- 4.2 Shall perform internal auditing services in accordance with the International Standards for the Professional Practice of Internal Auditing.
- 4.3 Shall continually improve their proficiency and the effectiveness and quality of their services.

We hereby acknowledge that we have read and understood the above and declare that we are governing ourselves by adherence to the Institute of Internal Auditors "Code of Ethics"

