
Charter of Membership, art. 4.3

Conscious of the stakes that unite them and of the objectives that they share, but also of the competition that prevails between them, the members of EUsalt have drawn up the following "charter of membership", which each one has committed to observe.

I. Ethics and responsibility

Members will conduct their activities with the utmost responsibility, and implement best practices throughout their operations, in particular in the fields of environment, health, labour, product safety and competition law. They will maintain at all times the highest levels of business ethics and competitive fairness.

The members declare that, in every country where they are active, their operations will be carried out in full compliance with their international and domestic legal and regulatory obligations.

II. Functioning

The members agree to contribute actively to the functioning of the association by devoting professional resources to the board, committees and working groups as needed.

The persons they will appoint agree to cooperate fully and to keep in confidence the content of the discussions in which they might take part.

Individual pieces of information supplied by the members cannot be communicated to other members, except in the form of aggregated or synthesized reports, provided further that such reports correspond to the purpose of EUsalt. It is the responsibility of the management of EUsalt to ensure that the collection and handling of such information prevents any breach of confidentiality or competition law.

Any representative of a member company that might accidentally be exposed to individual data will refrain from using or communicating further such data, including within its own organization.

III. Mutual Understanding

EUsalt will give priority to reaching a consensus between its members and will at all times ensure a neutral position in relation to members' interests.

IV. Confidentiality

The working documents presented to the Board, the discussions of the committees and working groups, the internal position papers and voting on issues shall not be communicated to or commented upon to third parties.

V. Solidarity

EUsalt and its members will operate in full compliance with national and international competition laws.

Each member will bear full responsibility for its own strategic and operating decisions. No decision made by EUsalt shall be deemed to bind a member or overcome the principle of autonomy of each member.

VI. Withdrawal

If a member considers that it is no longer able to comply with this "charter", that member must resign from the association, without making it necessary for the association to resort to article 6 of the bylaws.