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## **GMI MEMBERS' CODE OF CONDUCT**

### **1 Preamble**

- 1.1 The purpose of this Code is to define the standards of professional conduct to be followed by all Members of GMI.

### **2 Introduction**

- 2.1 Members of GMI (henceforth "the Association") shall observe the By-Laws of the Association and this Code.
- 2.2 The Associations exist to develop and provide high levels of training to law enforcement officers, insurance investigators, and other marine professionals and thus to promote the highest standards of professionalism and specialized knowledge in marine investigations.
- 2.3 Violations of this Code may cause irreparable harm to the Association and its Members.
- 2.4 A Member found in violation of this Code must be notified in writing by the Association's Steering Committee (henceforth "SC").

### **3 Members' Conduct**

- 3.1 Members must always maintain their integrity and objectivity and adhere to the moral and ethical values of their profession.
- 3.2 Members shall treat all their addressees, in particular other marine professionals, and above all, fellow Members of the Association, with respect and courtesy.
- 3.3 Members shall strive to perform at the highest level of their proficiency and to achieve the highest level of quality.
- 3.4 Members shall only undertake assignments commensurate with their level of experience, competence, skill, and knowledge.
- 3.5 If applicable, an instructor of any assignment shall be advised of the Member's fee schedule and any estimated expenses to be charged, and whether any relevant taxes (e.g. VAT) may be payable, prior to the commencement of the service.
- 3.6 If applicable, Members shall not request or receive any payment or other benefit (express or implicit) from any party other than the instructor and shall not offer or give any commission or other payment to any party in respect of any instruction.
- 3.7 In cases where a conflict of interest exists or becomes apparent during the proceedings, a Member must either inform the instructor in writing or decline or withdraw from the instruction. Only after receiving the instructor's consent the subject Member may decide to continue.
- 3.8 Investigations, advice, and reports are confidential and shall not be disclosed to third parties without the express written permission of the instructor.
- 3.9 Members shall always be cognizant of their behaviour and shall be aware that they represent in and through their person the corporate identity of their agency/firm the Association and its values.
- 3.10 Members shall use the Association's logo only in an appropriate manner.
- 3.11 Members may not publish derogatory or inflammatory remarks about the Association, and their executives, be it verbal, written, and/or through social media.



- 3.12 Members should strive to perform all reasonable voluntary duties assigned by the Association.
- 3.13 In case of conviction of any criminal violation, Members shall notify the SC within 30 days of the date of the Final Verdict in writing, so that the SC may consider the Member's eligibility for continued membership.

#### **4 Complaints**

- 4.1 Any party who is concerned regarding the professional conduct of a Member shall first give that Member the opportunity to clarify the situation or, if applicable, suggest a remedy.
- 4.2 If a resolution cannot be reached then the concerned party shall make a formal complaint, in writing, to the Members' Conduct Committee. The Conduct Committee can be reached at [conduct@gmi-eu.org](mailto:conduct@gmi-eu.org).

#### **5 Sanctions**

- 5.1 Based on the Conduct Committee's judgement, the SC may place on probation, censure, suspend, or terminate the membership of any Member or revoke any certification, accreditation or designation granted by the Association.

#### **6 Termination of Membership**

- 6.1 Should a Member exhibit conduct inconsistent with the objectives of the Association (Article II Section 5 of the By-Laws), his/her membership shall be terminated either by his/her voluntary withdrawal or by the majority decision of the SC.
- 6.2 A Final Verdict of guilty due to a crime of moral turpitude or conviction of perjury by a Competent Court against a Member shall be automatic grounds for his/her dismissal.
- 6.3 Members may resign their memberships in the Associations by written notice or, alternatively, they may let their memberships expire through non-renewal of dues.

#### **7 Final**

- 7.1 Any Member violating these Codes and causing the Association to be sued or incur legal expenses or causing the Association to sue or incur legal expenses shall defend, indemnify and hold the Association harmless for such action and shall be responsible for the Association's reasonable attorney's fees.