

# OUR CORE VALUES

SCC is committed to its core values. The value of member reputation depends upon the ethical conduct of everyone affiliated with the SCC. Each of us sets an example for each other – as well as other professionals – by the pursuit of excellence in our performance, professionalism, and ethical conduct. As employees, board members, volunteer leaders, members, vendors, contractors, and affiliates of SCC, we aspire to:

## Abide by Laws, Policies & Procedures

- Know and abide by laws and regulations that govern the profession and the industry.
- Encourage all industry partners to respect and uphold laws and regulations.
- Know and understand the core values, adopted policies and procedures of SCC, and act accordingly, within scope.
- Use specialized knowledge and experience responsibly.

## Foster Communication

- Act in a transparent manner and disclose all potential and actual conflicts of interest.
- Build mutual understanding, credibility, and relationships among a wide array of institutions and audiences. Listen, respectfully, to others' points of view, seeking to understand them.

## Take Personal Responsibility

- Exhibit conduct that is a credit to the SCC, your employer, and yourself.
- Strive to continually advance personal knowledge and achieve higher levels of excellence in your profession.

## Show Respect and Professionalism

- Conduct oneself in a professional manner in all circumstances.
- Advance the profession through continued professional development, research, and education.
- Exercise due care in the protection of confidential information, services, and products.
- Behave in a way that is respectful and strengthens the reputation of yourself and SCC.

## Treat Each Other Fairly

- Serve the interest of the members through fair, honest, and courteous dealings that help advance the cosmetics and personal care industry and its professions.
- Deal fairly with clients, employers, competitors, peers, vendors, the media, and the general public.
- Respect all opinions and support the right of free expression.

## Create an Ethical Culture

- Pursue the objectives of the association in ways that are ethical.
- Build strong relationships to enable a culture of integrity and uncompromising ethics.
- Make commitments and promises, implied or explicit, in good faith.
- Act in the best interests of SCC and each other.

## Embrace Diversity & Inclusion

- Cultivate partnerships with others that recognize and eliminate any potential forms of bias, harassment, and discrimination.
- Champion representation of diverse backgrounds and perspectives.
- Actively encourage equitable access for all members to opportunities in employment, membership, volunteer engagement and development, meetings, events, and activities.