

CODE OF CONDUCT FOR REDX CLUBS

As a professional entity, REDX has a responsibility to set rules and standards to direct the behaviour of members of REDX AI Clubs, in professional matters. It is expected that these rules and standards will be higher than those established by the general law and that they will be enforced through disciplinary action, non-compliance of which can result in expulsion from membership and termination of REDX license.

This Code of Conduct:

- ❑ sets out the professional standards required by REDX as a condition of REDX AI Club membership.
- ❑ applies to all the REDX AI Club members, irrespective of their membership grade, the role they fulfil, or the jurisdiction where they are employed or discharge their contractual obligations.
- ❑ governs the conduct of the individual, not the nature of the business or ethics of any organization.

HERE | THERE | TOGETHER

Classic corporate innovation model earlier were to develop solutions in the west, 'Here', and deploy them as-is in emerging worlds. Later, the organizations sent expats 'there', opened labs in Sao Paulo, Bangalore and Beijing but this scales only minimally. But in complex ecosystems, we can make progress by solving it 'together'.

REDX provides you this fantastic opportunity to break all global barriers and come together to create the biggest impact by connecting with like-minded innovators globally.

SAVING LIVES -> MARKETS -> CO-INNOVATION

In the 80's and before, it was about saving lives through vaccination or mosquito nets and so on. Most recently, the obsession has been to exploit emerging worlds as emerging markets. But in complex, fast-evolving and culturally diverse settings, we must work with local innovators and stakeholders.

They say Network is Net-worth! While global collaboration is crucial, so it is to engage and collaborate with local stakeholders to help you innovate in-context. So be inclusive let everyone

interested around you contribute, at multiple levels. Best things happen when you least expect it!

PEER TO PEER INVENTING/ SOLVING

Digital tools are allowing self-learning and soon peer-to-peer learning. MIT and great institutions, however, are not just learning institutes; they inspire the young because they provide opportunities to invent and solve problems. We are passionate about creating a platform for peer-to-peer inventing and peer-to-peer solving.

All members of all REDX AI clubs are your peers, so reach out to share your concerns and learn, offer help and guide others. We believe, our collective intelligence has the potential to solve the toughest of challenges we face today and in the future.

APPS -> DAPS (DIGITAL APPS FOR CONNECTED SYSTEMS) -> CAPS (CONNECTED APPS FOR PHYSICAL SOLUTIONS)

The ideas and solutions we are seeking, are not just mobile apps. They need to be well-thought out, integrated applications that address the digital and physical divide of the problem space. When used by one or more users (citizen, administration, health professional, teacher, farmer, etc.), DAPS and CAPS should impact their lives positively and help them become smarter, hyper-connected and more productive.

THE WORLD IS OUR LAB

The next 5B people who will be impacted with digital solutions are not just in your neighbourhood. So we must invent in context and invent at scale. We need to spot challenges and probe solutions, by working with innovators and stakeholders at pilot sites worldwide. To begin with, these pilot sites could be REDX AI clubs and network of your REDX peers worldwide.

BOTTOM-UP CO-INNOVATION

Each location presents new challenges and new innovators. So hold conversations with citizens and government administrators. Recruit and select innovators with experience and skills in business, engineering, IT and design, as well as a passion for creating impact. And build and strengthen relationships with industry, local government and academia. Universal themes are health, citizen empowerment, housing, transportation, food, agriculture, financial inclusion,

energy, water, and education. The specifics can vary in each location, while the solutions should have broad applicability.

GUIDELINES ON CONDUCT/ BEHAVIOUR

1. Your REDX AI Club and all its related activities shall mandatorily be conducted only in a non-profit manner and/or only for non-profit purposes.
2. You shall not make any statement on behalf of REDX or purport to represent REDX through any public medium, including digital social media, unless authorised to do so by REDX.
3. You shall be respectful of others
 - be respectful of others, including REDX & REDX AI Club members and will act in a professional manner while participating in REDX & REDX AI Club activities.
 - be respectful of the privacy of others and the protection of their personal information and data.
 - have due regard for public health, privacy, security and wellbeing of others and the environment.
 - have due regard for the legitimate rights of Collaborators/Third Parties*
4. You shall treat people fairly
 - not engage in harassment of any kind, including sexual harassment, or bullying behavior whether in person, via cyber technology or otherwise
 - not discriminate against any person because of characteristics protected by law (e.g., age, ancestry, color, disability or handicap, national origin, race, religion, gender, sexual or affectional orientation, gender identity, gender expression, appearance, matriculation, political affiliation, marital status, veteran status).
5. You shall avoid injuring others, their property, reputation or employment
 - avoid injuring others, their property, data, reputation, or employment by false or malicious action.
 - not engage in or participate in the spreading of any malicious rumors, defamation or any other verbal or physical abuses, against a REDX and/or REDX AI Club member or other person, whether on the Internet or otherwise.
6. You shall refrain from retaliation

- not retaliate against any REDX and/or REDX AI Club member or other person who reports an act of misconduct, or who reports any violation of the REDX Code of Conduct.
 - not retaliate against any person who makes REDX aware of the violation of any laws, rules or regulations in connection with REDX AI Club activities
7. You shall comply with applicable laws in all countries where REDX & REDX AI clubs operate and with the REDX policies and procedures
- comply with all applicable laws, rules and regulations governing REDX & REDX AI clubs worldwide and all relevant procedures established by REDX whenever and wherever you are representing REDX and/or REDX whenever possible, and disclosing them to affected parties when they do exist.
 - a) Protecting confidential information belonging to REDX AI Clubs and personal information belonging to REDX AI Club members
 - b) Not misusing or infringing the intellectual property of others
8. You shall maintain Professional Competence and Integrity
- develop your professional knowledge, skills and competence on a continuing basis, maintaining awareness of technological developments, procedures, and standards that are relevant to your field.
 - respect and value alternative viewpoints and, seek, accept and offer honest criticisms of work.
 - seek out and observe good practice exemplified by rules, standards, conventions or protocols that are relevant in your domain of expertise.
 - Where you are leading a first of kind project you will ensure that you make use of peer review and support where appropriate.
 - In circumstances where a member is also a member of another professional body the clauses of any other applicable code of conduct cannot be employed to diminish or negate the clauses of the REDX Code of Conduct.
9. You shall fulfill all your duties to the *Host Organization
- carry out your professional responsibilities with due care and diligence in accordance with the host organization's requirements whilst exercising your professional judgement at all times.
 - seek to avoid any situation that may give rise to a conflict of interest between you and your host organization.
 - accept professional responsibility for your work and for the work of colleagues who are defined in a given context as working with you at the REDX AI Club.

- **NOT** disclose or authorise to be disclosed, or use for personal gain or to benefit a Third Party, confidential information except with the permission of your host organization, or as required by Legislation*.
- **NOT** misrepresent or withhold information on the performance of products, systems or services (unless lawfully bound by a duty of confidentiality not to disclose such information), or take advantage of the lack of relevant knowledge or inexperience of others.
- Where there is conflict between full and committed compliance with the Host Organization's instructions and the independent and considered exercise of your professional judgement, you will indicate the likely risks and consequences.
- If any conflict is likely to occur or be seen by a Collaborator as likely to occur you will make full and immediate disclosure to your Host Organization.
- If for any reason you are unable to complete any assigned tasks in accordance with their requirements (e.g. on time or within budget) you will indicate the Host Organization as soon as practicable.

10. You shall fulfill your duty to the Profession

- accept your personal duty to uphold the reputation of the profession and not take any action which could bring the profession into disrepute.
- seek to improve professional standards through participation in their development, use and enforcement.
- uphold the reputation and good standing of REDX.
- act with integrity and respect in your professional relationships with all members of REDX & REDX AI Clubs and with members of other professions with whom you work in a professional capacity.
- notify REDX if convicted of a criminal offence or upon becoming bankrupt or disqualified from being a member of the REDX AI Club and in each case give details of the relevant jurisdiction.
- encourage and support fellow members in their professional development.
- share knowledge and support inclusion of every sector of society.

***Definitions:**

Legislation: The term "Legislation" means any applicable laws, statutes and regulations. Legislation that may apply in carrying out your professional responsibilities might include that applicable to:

- your Host Organization.

- the geographic area in which you are carrying out your professional responsibilities. You may need to seek guidance from your Host Organization.

Collaborators/Third Parties: The term “Collaborators/Third Parties” includes any person or organisation that might be working/ collaborating with you or the REDX AI Club in any manner and/or is affected by your activities in your professional capacity, irrespective of whether they are directly aware or involved in those activities.

Host Organization: The term “Host Organization” in this document is used to identify the organisation(s) which has/have hosted & supported establishment of the REDX AI Club and has/have authority over the activity of the REDX AI Club and its team members in their professional capacity.