

IRVING FIREMEN'S RELIEF AND RETIREMENT FUND

Code of Ethics and Conduct

The Board of Directors, staff and members of the Irving Firemen's Relief and Retirement Fund

Pledge to:

- **Maintain** the highest standard of personal conduct.
- **Actively promote** and encourage the highest level of ethics and conduct within the industry or profession the Irving Firemen's Relief and Retirement Fund represents.
- **Maintain** loyalty to the association and pursue its objectives in ways that are consistent with the public interest.
- **Recognize and discharge** their responsibilities and that of the Irving Firemen's Relief and Retirement Fund to uphold all laws and regulations relating to the Irving Firemen's Relief and Retirement Fund's policies and activities.
- **Strive** for excellence in all aspects of management of the Irving Firemen's Relief and Retirement Fund.
- **Use** only legal and ethical means in all the Irving Firemen's Relief and Retirement Fund activities.
- **Serve** all members of the Irving Firemen's Relief and Retirement Fund impartially, provide no special privilege to any individual member, and accept no personal compensation from a member except with full disclosure and with the knowledge and consent of the Irving Firemen's Relief and Retirement Fund Board of Directors.
- **Maintain** the confidentiality of privileged information entrusted or known to a member by virtue of the member's office.
- **Refuse** to engage in, or countenance, activities for personal gain at the expense of the Irving Firemen's Relief and Retirement Fund or its industry or profession.
- **Refuse** to engage in, or countenance, discrimination on the basis of race, sex, age, religion, national origin, or disability.
- **Always** communicate association internal and external statements in a truthful and accurate manner by assuring that there is integrity in the data and information used by the Irving Firemen's Relief and Retirement Fund.
- **Cooperate** in every reasonable and proper way with other association/group executives, and work with them in the advancement of pension fund management.
- **Use** every opportunity to improve understand of the role of public employee retirement systems.

This Code of Ethics and Conduct for members of the Irving Firemen's Relief and Retirement Fund has been adopted to promote and maintain the highest standards of association service and personal conduct among its members. Adherence to these standards is expected from members of the Irving Firemen's Relief and Retirement Fund and serves to assure public confidence in the integrity and service of the Irving Firemen's Relief and Retirement Fund.
