

To represent, educate and foster the growth and profitability of entrepreneurial companies in the cosmetic and personal care industries worldwide.



**The Independent Cosmetic Manufacturers
and Distributors, Inc. (ICMAD)**

Code of Ethics

- Promote and encourage the highest level of ethics within the cosmetic industry.
- Maintain loyalty to the association and pursue its objectives in ways that are consistent with the public interest.
- Recognize and discharge our responsibilities as members to uphold all laws and regulations relating to the manufacture and distribution of cosmetic products that are as safe and effective as possible for the consumer.
- Operate our businesses utilizing ingredients and packaging consistent with the goal of preserving and protecting the environment.
- Produce our products in accordance with Good Manufacturing practices (GMPs).
- Use only legal and ethical means in all business activities.
- Not countenance discrimination on the basis of race, sex, age, religion, national origin, sexual orientation or disability.
- Use every opportunity to improve public understanding of the role ICMAD plays in representing the needs and concerns of the entrepreneur in the cosmetic industry.

This Code of Ethics for members of ICMAD was adopted by the Board of Directors on September 7, 1995 to promote and maintain the highest standards of service and personal conduct among its members. Adherence to these standards serves to assure public confidence in the integrity of the cosmetic industry.