



Dominique Laymand, Chairman of the Board, Ethics  
*«At a time where Compliance, Ethics and Business Integrity have never been so crucial for all industries, my colleagues and I are proud to have created this Association which is comprised of leading professionals responsible for Compliance and Ethics in major pharma and medical device companies.»*

## You can join the association

### As Benefactor Members

Corporations or individual entrepreneurs ready to help the Association through payment of a special annual subscription fee.

### As Active Members

Individuals ready to demonstrate and implement a positive contribution to the Association's purpose and take part actively to its works and activities.

### As Honorary Members

Nominated (by the Board) as result of services rendered to the Association or in consideration of their particular skills or expertise in the domain of Compliance or Ethics.

#### You are:

- . a professional in Compliance and Ethics within the Healthcare industry (Pharma, Vaccines, Medical Devices)
- . within academic institutions, schools, universities or training centers
- . in government or quasi government bodies

If you wish to join our Association, please contact:

**Dominique Laymand**  
 Chairman of the Board  
 dominique.laymand@bms.com  
**Pascale Paimbault**  
 Treasurer  
 ppaimbault@gmail.com  
**Arthur Muratyan**  
 General secretary  
 arthur.muratyan@gmail.com

Admission of new members is subject to the Board approval (within a maximum of 60 days from the request).



The Board has appointed Gabor Danielfy posthumously as Honorary Chairman of the Association. Gabor was Vice-President, Global Compliance Officer at Sanofi after having occupied key positions in Compliance and Ethics at Johnson & Johnson and Schering-Plough. His passing has been a major loss not only to his family and friends but also for the Global Pharma and Medical Device Compliance and Ethics Community. Gabor has played a prominent role in starting and implementing steps towards the creation of our association.

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ethics



**INTERNATIONAL  
 SOCIETY OF  
 HEALTHCARE  
 ETHICS AND  
 COMPLIANCE  
 PROFESSIONALS**

## YOUR NEW PROFESSIONAL ASSOCIATION

NETWORKING  
 PEER TO PEER DISCUSSIONS AND EXPERIENCE SHARING  
 CONNECTING WITH ACADEMIC INSTITUTIONS

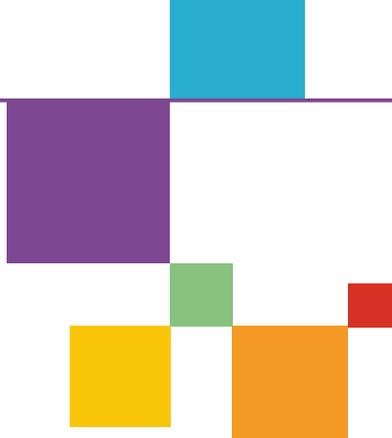
Several professionals from major pharma and medical device companies have joined us:

Bristol-Myers Squibb	GE Healthcare
Pfizer	Bayer
Johnson & Johnson	Sanofi
Novartis	Roche
Astra Zeneca	Smith & Nephew
Eli Lilly and Company	Merck / MSD
Ipsen	



WE ARE A FORUM FOR OPEN DIALOGUE AND EXCHANGE AMONG COMPLIANCE AND ETHICS PROFESSIONALS IN THE HEALTHCARE INDUSTRY.

WE WISH TO BECOME THE REFERENCE PROFESSIONAL SOCIETY FOR COMPLIANCE AND ETHICS PRACTITIONERS, IN PARTICULAR IN EMEA COUNTRIES AND TO CONTRIBUTE TO THE DEVELOPMENT OF INDIVIDUALS AND SUCCESS OF COMPLIANCE AND ETHICS ORGANIZATIONS.



In 2008, a Compliance leadership Program had been designed in collaboration between INSEAD and Johnson & Johnson, for J & J employees, to enhance key leadership competencies necessary to better and more efficiently manage duties and responsibilities in Compliance functions in the Healthcare industry. The success of this program has led in 2010 and 2011 to new sessions open to all professionals in the Healthcare industry, as a specialized Curriculum for Compliance and Ethics professionals developed jointly for Science Po, Seton Hall University and INSEAD. Several members of our Association have played a major role, whether in helping to design the program or as speaker or mentor during the sessions. Our Association will continue cooperating actively with Academic Institutions or Universities to further develop training programs and professional curriculum.

In 2009 and 2010, a group of European Compliance Officers in the Healthcare industry met 2 or 3 times per year, to discuss and analyse emerging topics for Compliance professionals in EMEA countries, share best practices and develop internal networking, as well as communication and collaboration with

academic institutions. A decision was made in 2011 by the founding members of the Group to move from informal meetings into a more formal structure and to create an Association. ETHICS International Society has been incorporated in January 2012.

OUR ASSOCIATION'S ACTIVITIES WILL DEVELOP AROUND THE FOUR FOLLOWING PILLARS, SUSTAINED BY ONE TRANSVERSE AND PERMANENT OBJECTIVE: SUPPORT PROFESSIONALS IN COMPLIANCE AND ETHICS IN HEALTHCARE INDUSTRY TO DEVELOP AND BETTER MANAGE THEIR ROLE AND DUTIES - WITHOUT ANY SORT OF COMMERCIAL BENEFIT FOR THE ASSOCIATION OR ANY OF ITS MEMBERS.

## GOVERNANCE

### Our Board

- Dominique Laymand**  
Vice-President Compliance and Ethics EMEA, Bristol-Myers Squibb, Chairman of the Board
- Roeland Van Aelst**  
Vice-President Healthcare Compliance EMEA and Canada, Johnson & Johnson
- Michael Morgan**  
Ethics and Compliance Officer Europe, Australia and Canada, Eli Lilly and Company
- Ann Bacon**  
Global Compliance Officer, Novartis Pharma AG
- Pierre Dupourqué**  
Regional Compliance Lead, Pfizer
- Pascale Paimbault**  
Treasurer
- Arthur Muratyan**  
General Secretary

### The Strategic Committee

Co-Chaired by Ann Bacon and Roeland Van Aelst, a Strategic Committee has been established. This Committee is composed of around 20 members and will be the body determining the main guidelines and setting forth the key areas for action and main priorities of the Association.

- Communication**  
We wish to create and intensify relationships with other peer associations (whether specific to pharma or medical device industries or multi-industry) which exist in Europe or elsewhere.
- Education and Professional Development**  
We intend to contribute, in collaboration with Universities or other Academic Institutions, to establishing or reinforcing certification or training programs or to develop educational pathways for Compliance practitioners or other professionals working in the Healthcare Industry.
- Think Tank**  
Our Association is comprised of representatives of leading companies in Healthcare industry and as such is well positioned to perform analysis on emerging substantive topics in the compliance area and to develop white papers and association positions, etc.
- Networking/Sharing of experience and best practices**  
Our ultimate goal is to contribute to the success of Compliance professionals and organizations. We will ensure permanent dialogue and exchange between our members of experience and best practices.