



May 6, 2010

Dear Colleagues,

PATH's mission is to improve the health of people around the world by advancing technologies, strengthening systems, and encouraging healthy behaviors. Our passion for performing excellent work in an honest, ethical, and respectful manner has enabled us to achieve tremendous success. We have earned a reputation for innovation, excellence, and integrity that is critical to our continued impact.

As PATH grows, we are addressing a greater number of health needs, leading more complex health solutions, and broadening the reach of our programs. We do our best to stay abreast in this increasingly complex and constantly changing legal and regulatory environment. At the same time, it is important to outline the core principles that define how we conduct our business.

We have developed PATH's Code of Ethics, Governance, and Responsibility and a corresponding policy compliance framework to outline the standards of behavior that we expect from our employees and directors. It is my hope that the code will help each of us know what is expected of us and how to conduct ourselves when challenging questions arise.

PATH's leaders strive to be transparent, and we encourage employees to speak up when they have concerns or are unsure what compliance or ethical conduct means in particular circumstances. We also encourage staff to raise concerns if anyone believes that the code has been violated. The code includes a procedure for reporting potential violations and ensuring that there will be no retaliation for raising a legitimate concern.

A valuable reputation is hard won and easily lost. Each of us bears responsibility for contributing to our reputation. I am proud of our organization's success and know that our ongoing compliance, both with the law and with the highest principles of integrity, will ensure that our reputation and future success continue to grow. I hope the code will help enhance our legacy for integrity as we move forward in improving the health of people around the world.

Best regards,

Christopher J. Elias, MD, MPH
President and CEO