



CLEOHPATRA

SINCE 2020

Principles of Conduct in Business



Cleohpatra UG has adopted this code and each of its members and companies. In Cleohpatra we seek to make a positive impact that matters to our people, our society, and the clients that are serviced by our team. The commitments below illustrate the core expectations that our company can have of all our people across the Cleohpatra world.

We commit to serving customers with significance.

Quality

We are committed to providing quality services by bringing together the breadth and depth of our resources, experience, and insights to help clients address their needs and problems.

We strive to develop outcomes that create an impact that matters for our clients.

Integrity

We are straightforward and honest in our professional opinions and business relationships.

We are truthful about the services we provide, the knowledge we possess, and the experience we have gained.

Professional behaviour

We comply with applicable professional standards, laws and regulations and seek to avoid actions that may discredit ourselves or our professions.

We foster a culture of appropriate professional scepticism and personal accountability, which supports clients and drives quality in the services we provide.

We understand the broader impact that our work has on society, our people, and our clients, and we conduct business with those interests in mind.

We are committed to earning and sustaining the public's trust and confidence in the work we do.

Objectivity

We are objective in forming our professional opinions and the advice we give.

We do not allow bias, conflict of interest, or inappropriate influence of others to override our professional judgments and responsibilities.

We do not offer, accept or solicit any gifts, entertainment or hospitality that we have reason to believe may be intended to improperly influence business decisions or impair objectivity.

Competence

We use due care to match client needs with practitioners who have the competence required for their assignments.

We foster innovation and new ideas to improve the value and performance of our services.

Fair business practices

We respect our competitors and are committed to fair business practices. We receive fees that reflect the value of services provided and responsibilities assumed.

Confidentiality, privacy and data protection

We protect and take measures to safeguard the confidential and personal information that we hold, collecting and handling it in compliance with applicable laws, professional obligations, and our own data management policies and practices.

We prohibit disclosure of confidential and personal information entrusted to us unless granted permission or there is a legal or

We prohibit the use of confidential information about our clients for personal advantage or for the benefit of third parties professional right or duty to disclose.

We commit our professionals to deliver outstanding value.

Respect, diversity and fair treatment

We foster a culture and working environment where our people treat each other with respect, courtesy and fairness, promoting equal opportunity for all.

We encourage and value a diverse mix of people, view-points, talents, and experiences.

We create inclusive working environments that not only address individual needs, but allow our people to utilize their unique strengths.

We do not tolerate harassment of any nature, or unfair discrimination in our working environments.

Professional development and support

We invest in our people to develop the professional knowledge and skills necessary for them to effectively perform their roles.

We help our people reach their potential through investments in personal and professional development and support programs.

We provide a safe work environment for our people and expect our clients to do the same.



We contribute to society as a model for positive change.

Anti-corruption

We are against corruption and neither make bribes nor accept them, nor induce or permit any other party to make or receive bribes on our behalf.

We support efforts to eradicate corruption and financial crime.

Responsible supply chain

We do not condone illegal or unethical behaviour by our suppliers, contractors and alliance partners.

We select suppliers through fair procurement processes.

Social responsibility

We contribute to society and communities by engaging with non-profit organizations, governments, and other businesses to make a positive impact on local, national or global challenges.

We support our communities in a variety of ways, such as donating money, providing pro bono client services and supporting the volunteering of time by our people.

We support efforts to drive sustainable development, and we respect human rights standards.

We recognize that our business operations and our provision of services may at times impact the environment and we work to reduce harmful effects they might have.



