

## Nicholas Hall Group of Companies: Code of Ethics

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We affirm our commitment to:

- Ensuring that confidential information is always acquired in an ethical and legal manner under the terms of a legal confidentiality agreement and handled accordingly
- Maintaining all confidentiality when handling any sensitive material pertaining to clients, projects or any other corporate matters
- Compliance with all applicable laws, domestic and international
- Accurately disclosing all relevant information, including one's identity and organization, prior to all interviews or fact finding exercises
- Avoiding conflicts of interest in fulfilling our contractual duties
- Providing honest and realistic recommendations and conclusions in the execution of our contractual duties
- Faithfully adhering to, and abiding by, all corporate policies, objectives and guidelines
- Ensuring that intelligence used is legally and ethically gathered and analysed from information that is available in the public domain or from ethical desk research
- Honouring and respecting all contractual obligations
- Promoting this code of ethics within the Group of Companies, with third-party contractors and across our Network Partnership