

Arbora's code of ethics

1. Integrity

- ✓ Our relationships with each other, our partners, our clients and our candidates are based on mutual trust, confidence and respect.
- ✓ Every Arbora organisation, our staff and Consultants, are expected to perform their work honestly and responsibly.

2. Professional Standards

- ✓ Our staff and Consultants are selected against rigorous criteria and we only employ people who meet our high and strict standards of professional competence.
- ✓ We seek to continuously develop the experience and competencies of our staff.

3. Objectivity

- ✓ Arbora organisations will always act in the best interests of our clients, candidates and partners
- ✓ Everything we do will be designed to support our clients' and candidates' objectives and protect their reputations.

4. Confidentiality

- ✓ We respect the ownership of the information we receive. We will not disclose personal information without the appropriate permission and authority unless there is a legal obligation to do so.
- ✓ All Arbora organisations have the systems and processes in place to protect data according to local laws and customs.

5. Values

- ✓ Every Arbora partner agrees to abide by Arbora's core values:

- **Respect and Collaboration**

We're open, respectful and honest. We're easy to work with. We want to make life easier not harder.

- **Pride and passion**

We enjoy what we do. We want to be successful. We care about our colleagues, partners, clients and candidates.

- **Change and performance**

We help organisations implement smart change. We innovate from the bottom up. Our delivery style is agile and flexible. Our performance is consistent.