

# Conduct & Ethic

## **Professionalism**

NIPUNN Engineering will **conduct** their activities in a manner that reflects favorably on the profession.

## **Integrity**

NIPUNN will conduct their business activities with integrity and avoid conduct that is deceptive or misleading.

## **Competence**

NIPUNN will perform all search consulting assignments competently, and with an appropriate degree of knowledge, thoroughness and urgency.

## **Objectivity**

NIPUNN will exercise objective and impartial judgment in each search consulting assignment, giving due consideration to all relevant facts.

## **Accuracy**

NIPUNN will strive to be accurate in all communications with clients and candidates and encourage them to exchange relevant and accurate information.

## **Conflicts of Interest**

NIPUNN will avoid, or resolve through disclosure and waiver, conflicts of interest.

## **Confidentiality**

NIPUNN will respect confidential information entrusted to them by clients and candidates.

## **Loyalty**

NIPUNN will serve their clients loyally and protect client interests when performing assignments.

## **Equal Opportunity**

NIPUNN will support equal opportunity in employment and objectively evaluate all qualified candidates.

## **Public Interest**

NIPUNN will conduct their activities with respect for the public interest.

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NIPUNN Engineering



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