

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.

Date: 18 January 2014

NIPUNN Engineering



Jostein Jacobsen
Managing Director