



# Association of Executive Search Consultants

The Worldwide Association for Retained Executive Search Consulting Firms

## Code of Ethics

### **Professionalism**

Members will conduct their activities in a manner that reflects favorably on the profession.

### **Integrity**

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

### **Competence**

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

### **Objectivity**

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

### **Accuracy**

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

### **Conflicts of Interest**

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

### **Confidentiality**

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

### **Loyalty**

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

### **Equal Opportunity**

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

### **Public Interest**

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