CODE OF ETHICS

Members of the Association of Executive Search Consultants (AESC) are guided by the following ethical principles, which reflect fundamental values of the retained executive search consulting profession. The AESC is committed to educating its members about the application of these principles.

AESC members will:

**Professionalism**
conduct their activities in a manner that reflects favorably on the profession

**Integrity**
conduct their business activities with integrity and avoid conduct that is deceptive or misleading

**Competence**
perform all consulting assignments competently, and with an appropriate degree of knowledge, thoroughness and urgency

**Objectivity**
exercise objective and impartial judgment in each consulting assignment, giving due consideration to all relevant facts

**Accuracy**
strive to be accurate in all communications with appropriate parties to the assignment, and encourage them to exchange relevant and accurate information

**Conflicts of Interest**
avoid, or resolve through disclosure and waiver, conflicts of interest

**Confidentiality**
respect confidential information entrusted to them by appropriate parties to the assignment

**Loyalty**
serve their clients loyally and protect client interests when performing assignments

**Equal Opportunity**
support equal opportunity in employment

**Public Interest**
conduct their activities with respect for the public interest