
Integrity Policy

All Sustineo's business relations are based on high ethical standards, and we adhere to all relevant ethical guidelines in the professional consulting industry and societies in which we operated.

We recognise that culture is a strong and critical force in every organisation, affecting how people interact, make decisions and react to the external environment, and therefore central to the quality of our services.

The Sustineo integrity framework is consistent with the internationally recognised benchmark of integrity for consulting work – the International Federation of Consulting Engineer's (FIDC's) *'Guidelines for Business Integrity Management in the Consulting Industry'*. Our integrity framework consists of the following elements:

- A statement of Integrity Principles that communicates the standards for our conduct in pursuit of our business activities and relationships;
- A Team Commitment that is a statement of culture and values central to how we work and interact with each other;
- A Statement of the Tenets of Our Business, that guides our interactions with partners and clients
- A set of internal instruction which is consistent with our Code of Conduct and defines how we expect our employees to act in specific situations

Responsibility

The Integrity Principles expressly state the ethical standards that we strive to meet in all areas of our business activities. Where relevant, these Principles are detailed in internal policy and guidelines that translate the Principles at the operational level into specific rules that all employees must adhere to in their day-to-day business. The Integrity Principles are integrated into Sustineo's project management system, which holds benefits for staff as individuals and for the future success of the Company.