

TBG Code of Ethics*

Clients	1.0	We will serve our clients with integrity, competence, independence, objectivity, and professionalism.
	2.0	We will mutually establish with our clients realistic expectations of the benefits and results of our services.
	3.0	We will only accept assignments for which we possess the requisite experience and competence to perform and will only assign staff or engage colleagues with the knowledge and expertise needed to serve our clients effectively.
	4.0	Before accepting any engagement, we will ensure that we have worked with our clients to establish a mutual understanding of the objectives, scope, work plan, and fee arrangements.
	5.0	We will treat appropriately all confidential client information that is not public knowledge, take reasonable steps to prevent it from access by unauthorized people, and will not take advantage of proprietary or privileged information, either for use by us, the client's firm, or another client, without the client's permission.
	6.0	We will avoid conflicts of interest or the appearance of such and will immediately disclose to the client circumstances or interests that we believe may influence our judgment or objectivity.
	7.0	We will offer to withdraw from a consulting assignment when we believe our objectivity or integrity may be impaired.
	8.0	We will refrain from inviting an employee of an active or inactive client to consider alternative employment without prior discussion with the client.
Fiscal Integrity	9.0	We will agree in advance with a client on the basis for fees and expenses and will charge fees that are reasonable and commensurate with the services delivered and the responsibility accepted.
	10.0	We will not accept commissions, remuneration, or other benefits from a third party in connection with the recommendations to a client without that client's prior knowledge and consent, and we will disclose in advance any financial interests in goods or services that form part of such recommendations.
Public & Professional	11.0	If within the scope of our engagement, we will report to appropriate authorities within or external to the client organization any occurrences of malfeasance, dangerous behavior, or illegal activities.
	12.0	We will respect the rights of consulting colleagues and consulting firms and will not use their proprietary information or methodologies without permission.
	13.0	We will represent the profession with integrity and professionalism in our relations with our clients, colleagues, and the general public.
	14.0	We will not advertise our services in a deceptive manner nor misrepresent or denigrate individual consulting practitioners, consulting firms, or the consulting profession.
	15.0	If we perceive a violation of the Code, it will be reported to the President of TBG who will take corrective actions as appropriate.

**This code of ethics has been adapted from the Institute of Management Consultants (IMC USA)*

For further information on TBG's Code of Ethics visit:

www.tbgroupconsultants.com