

CODE OF ETHICS

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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:

Integrity	conduct their business activities with integrity and avoid conduct that is deceptive or misleading
Professionalism	conduct their activities in a manner that reflects favorably on the profession
Competence	perform all search consulting assignments competently, and with an appropriate degree of knowledge, thoroughness and urgency
Objectivity	exercise objective and impartial judgment in each search consulting assignment, giving due consideration to all relevant facts
Accuracy	strive to be accurate in all communications with clients and candidates 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 clients and candidates
Loyalty	serve their clients loyally and protect client interests when performing assignments
Equal Opportunity	support equal opportunity in employment and objectively evaluate all qualified candidates
Public Interest	conduct their activities with respect for the public interest