



RHIZOME

RESOURCES GROUP

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CODE OF CONDUCT

RZM-PL 001

RHIZOME RESOURCES GROUP

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1. PURPOSE

Rhizome Resources Group has adopted the following code of conduct and ethics as proof of its commitment to:

- Develop practical and sustainable solutions to client problems
- Act in the client's best interests at all times,
- Render impartial, factually based, independent advice,
- Always behave with integrity and professionalism,
- Agree with the client in advance on the basis for their professional fees and the scope of work,
- Safeguard confidential information

2. SCOPE

This policy applies to all Rhizome Resources Group and all its subsidiaries, directors, officers, employees, and any other individuals engaged by the company wherever located.

3. CODE OF ETHICS

1. It is the objective of each member, as a professional management consultant, to assist his or her clients to add value to the clients enterprise; whether that enterprise takes the form of a business, a not-for-profit organisation or any element of government.
2. A member will serve their clients with integrity, competence, objectivity, independence and professionalism.
3. The firm will only accept assignments that the members of the firm are competent to perform; and, on a client project, will only assign staff or engage colleagues with knowledge and expertise relevant to the client project.

4. Before accepting any engagement, a member will establish with the client realistic expectations of the objectives, scope, expected benefits, work plan and fee structure of the assignment.
5. A member will agree in advance with the client on the basis for fees and expenses. A member will charge fees that are reasonable; commensurate with the services delivered, the value created and the risk or responsibility accepted.
6. A member recognises that the clients enterprise has many stakeholders whose interests are sometimes divergent, and will seek to balance and reconcile these different interests in their guidance to the client.
7. Any advice to the client will be delivered with independence; always focussing on the long-term best interests of the enterprise as a whole
8. A member will continually invest in professional development to keep abreast of evolving knowledge within their profession and in areas of technical expertise.
9. A member will treat all confidential client information appropriately; will take reasonable steps to prevent access to confidential information by unauthorised people and will not take advantage of proprietary or privileged information, for use by the member or others, without the client's permission.
10. A member will avoid conflicts of interest, or the appearance of such, and will disclose to the client immediately any circumstances or interests that they believe may influence their judgment or objectivity.
11. A member will offer to withdraw from a consulting assignment when they believe their objectivity or integrity may be impaired.
12. A member will represent the profession with integrity and professionalism in their relations with clients and colleagues.
13. A member will not accept commissions, remuneration, or other benefits from a third party in connection with any recommendations to a client without that client's prior knowledge and consent, and will disclose in advance any financial interests in goods or services that form part of such recommendations.
14. A member will refrain from inviting an employee of an active or inactive client to consider alternative employment without prior discussion with the client.

15.A member will promote adherence to the Code of Ethics by all other consultants working on their behalf.

The individual judgement of member consultants is required to apply these principles and members may be liable to disciplinary action if their conduct is found to:

- Be in violation of the Code, or
- Bring discredit to the profession or to Rhizome Resources Group.

The Disciplinary Committee of the Institute will investigate any such complaint and, amongst other options, may sanction or expel the member if a breach is confirmed.

This policy will be subject to review as relevant legislative and corporate governance requirements change or, as a minimum, every two (2) years.

Code of Conduct
Policy RZM-PL 001
Version Control: 1
Issued: 15/06/2020
Review Date: 15/06/2022
Owner: Asareh Mansoori – Executive Director
Approver: Board of Directors