

# North Yield Code of Conduct



Effective date: 2023-01-01

**Introduction:** At North Yield AB, we are committed to maintaining the highest standards of professionalism, integrity, and ethical conduct in all aspects of our business. This Code of Conduct outlines the principles and guidelines that govern our interactions with clients, colleagues, and stakeholders.

## 1. Integrity and Transparency:

- We conduct our business with honesty, fairness, and integrity at all times.
- We are transparent in our communication and dealings with clients, colleagues, and partners.
- We uphold the confidentiality of client information and respect the privacy of individuals.
- We recognize that unlawful sharing of information may be detrimental to our clients and ourselves, damaging to our reputation, and could result in legal consequences.

## 2. Collaboration and Teamwork:

- We believe in the power of collaboration and teamwork to achieve the best results for our clients.
- We support and respect our colleagues, valuing diversity, and fostering an inclusive work environment.
- We share knowledge and expertise openly, contributing to the collective success of the team.

## 3. Client Relationships:

- We prioritize the interests of our clients above all else, striving to deliver value and excellence in every engagement.
- We listen attentively to our clients' needs and concerns, offering tailored solutions and personalized service.
- We maintain professional boundaries and avoid conflicts of interest in our client relationships.
- We recognize the importance of client confidentiality and trust in our relationships.

## 4. Compliance and Legal Obligations:

- We comply with all applicable laws, regulations, and industry standards governing our business operations.
- We respect the laws and cultural norms of the countries and regions where we operate, including in Sweden where we are headquartered.
- We conduct due diligence and exercise sound judgment to ensure ethical and lawful conduct in all business activities.

## 5. Conflict of Interest:

- We recognize the importance of impartiality and objectivity in our decision-making processes.



## North Yield Code of Conduct

- We avoid conflicts of interest and refrain from engaging in activities that may compromise our independence or integrity.
- In procurement and sourcing projects, we maintain neutrality and fairness, treating all tenderers with impartiality and fairness.

### **6. Protection of North Yield's Information:**

- We acknowledge the importance of keeping North Yield's information confidential and secure.
- We refrain from disclosing sensitive or proprietary information about the our operations, strategies, or clients without proper authorization.
- We adhere to internal policies and procedures regarding the handling and protection of all information attained during employment at or working with North Yield to prevent unauthorized access or disclosure.

**Conclusion:** By adhering to the principles outlined in this Code of Conduct, we demonstrate our commitment to upholding the highest standards of ethics, professionalism, and integrity in our consultancy firm. Every member of our team plays a crucial role in maintaining our reputation and building trust with our clients and stakeholders.