

Code of Conduct

The IAM Group will continuously pursue excellence in providing services to our clients and stakeholders, such that their expectations are surpassed, and do so in a responsible and sustainable manner.

The Code of Ethics and Accountability (the “Code”) is designed to promote the Group’s compliance with regulatory and ethical standards applicable in any and all jurisdictions in which the group and its subsidiaries conduct their business. The code is applicable to all Directors, Officers and Employees of the Group.

The IAMGroup welcomes feedback from all sources and prohibits retaliation against anyone who, in good faith, seeks to help or report known or suspected violations of the code. However, anyone who knowingly submits a false report may be subject to disciplinary action.

All employees are prohibited from disclosing to anyone outside the Group, directly or indirectly, any information about the Group or our clients/partners which is not already in the public domain.

All employees are Brand Ambassadors of the Group. This must be reflected in all actions and relationships. Employees must never misrepresent or misuse the authority or influence of their positions.

The IAM Group will conduct business in compliance with applicable laws and regulations in the jurisdictions in which we operate. All employees are expected to conduct business ethically.

All our records must be complete, accurate and reliable in all material respects. Undisclosed or unrecorded transactions of any form are inconsistent with the Group’s our business policies and practices and are prohibited.