



**Oasis Management Consultancy**

**Code of Ethical and Professional Conduct**

**Ver. 1**

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**Issued by: Oasis Management Consultancy**  
**Approved by: Managing Director**

<b>Introduction</b>	<b>3</b>
<b>Applicability</b>	<b>3</b>
<b>Terms</b>	<b>3</b>
<b>Normative References</b>	<b>3</b>
<b>Code of Ethical and Professional Conduct</b>	<b>3</b>
Professional Behaviour	3
Commitment to Sustainability	4
Social Responsibility	4
Conflict of Interest	4
Integrity	5
Company Values	5
<b>Policy Communication</b>	<b>5</b>
<b>Record Keeping</b>	<b>5</b>
<b>Monitoring and Reviewing</b>	<b>5</b>

## 1. Introduction

This Code of Ethical and Professional Conduct outlines a set of expectations for the behavior of all the personnel working or officially representing Oasis Management Consultancy. It serves as a guide to our values and company policies in place.

## 2. Applicability

This Code applies to all Oasis Management Consultancy staff, whether full time or part-time employees or contractors, including the company owners. We expect everyone working on our behalf to act in a manner that is consistent with the principles outlined in this Code.

## 3. Terms

Nil.

## 4. Normative References

The following internationally recognised standards and principles serve as an integral guidance for this Code:

- ISO 20700:2017 Guidelines for Management Consultancy Services
- The United Nations Global Compact - The 10 Principles
- The United Nations Universal Declaration for Human Rights
- The United Nations Sustainable Development Goals

The following Oasis Management Consultancy company policies along with our company values form an indispensable part of describing the company's ethical practices:

- Oasis Management Consultancy Anti-Bribery Policy
- Oasis Management Consultancy Equal Opportunities Policy
- [Oasis Management Consultancy Company Values](#)

## 5. Code of Ethical and Professional Conduct

### 5.1. Professional Behaviour

Due to the nature of the work we provide, we are often dealing with highly sensitive and confidential client data. We are privileged to have the trust of our clients who we serve and are strongly committed to uphold this trust to the highest levels. All of our staff are expected to strictly adhere to confidentiality and are prohibited from using the client information for any other reason than the service provided for that client.

As a company we have high aspirations to provide tangible and genuine value for our customers through the work that we do as our work ethos is driven from a desire to help businesses to reach excellence. We expect our colleagues and associates to deliver

professional service experience to our customers and we will only commit to work assignments that we are confident will bring a positive impact for our clients.

All our staff are strongly encouraged to inform the company leadership about any concerns relating to upholding this Code, no matter how minor, they may observe at any stage during their work which may risk any areas of our commitment to these professional standards.

### **5.2. Commitment to Sustainability**

We at Oasis Management Consultancy work towards achieving a better and more sustainable future for all. We recognise the scale of challenges the world faces within the areas of human rights, labour, environment and anti-corruption and support the Ten Principles of the United Nations Global Compact to advance the broader development of these goals.

We are recommending solutions that are compatible with the principles of sustainable development and have adopted practical steps to embed sustainability within all areas of our working practices. Our commitment to these practices is embedded in our policies and in the practical work we do on a day-to-day basis.

### **5.3. Social Responsibility**

We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever we operate. We acknowledge that our work and the services we deliver for our clients have an impact on multiple stakeholders and we support our clients to recognise their social impact within the societies they operate.

Oasis Management Consultancy is committed in supporting local communities, whether through voluntary services, knowledge, time, or direct charitable financial contributions (cash or otherwise). We encourage voluntary charitable acts and contributions, providing that all such acts and transactions are legal, ethical, and adhere to relevant local laws and relevant regulations. The company agrees to disclose all charitable contributions it makes.

### **5.4. Conflict of Interest**

We recognise that independent, objective consulting advice involves managing a range of potential conflicts. Conflicts may arise from prior or current client relationships, family relationships, internal consulting organisations, financial interests, legal/regulatory prohibitions and other business relationships.

We avoid actual or perceived conflicts of interest to ensure that the advice that we offer is objective and independent. All staff directly engaged with our services are required to disclose potential conflicts of interest, whether real or perceived.

## 5.5. Integrity

Maintaining integrity and professionalism at all times is of utmost importance in all work that we do. This involves professional behaviour expectations and entails protection of proprietary information or methodologies.

Strong adherence to ethical principles as outlined in our policies and core company values manifest our genuine commitment to integrity. Our staff and suppliers are appropriately vetted and we have adequate disciplinary measures in place to uphold this Code.

## 5.6. Company Values

Our core company values, which describe the fundamental principles in which we operate both internally and externally are: openness, agility, sincerely, innovation and simplicity.

The commitment statements below further describe how these values translate into practice.

- Openness - commitment to transparent work practices
- Agility - commitment to quickly evolve to changing situations
- Sincerity - commitment to objective, lawful and independent services
- Innovation - commitment to explore options to deliver the best positive impact
- Simplicity - commitment to improvements with lean solutions

## 6. Policy Communication

This Code of Ethical and Professional Conduct is made publicly available on the company website [omcdxb.com](http://omcdxb.com) and shall be shared with our customers, critical suppliers and other interested parties.

## 7. Record Keeping

Oasis Management Consultancy ensures to maintain such appropriate records of our recruitment, employment procedures, internal controls and personnel records in place which shall ensure the effectiveness of this Code.

## 8. Monitoring and Reviewing

Oasis Management Consultancy Managing Director is responsible for monitoring the effectiveness of this policy and will review the implementation of it on a regular basis. This policy will be assessed for its suitability, adequacy, and effectiveness.

Internal control systems and procedures designed to prevent any breaches of this Code are in place and are subject to regular audits to ensure that they are effective in practice.

Any need for improvements will be applied without any undue delays. The parties we engage with, including employees, associates, customers and business partners are encouraged to offer feedback on this Code for suggestions on how it may be improved. Feedback of this nature should be addressed to the company via the publicly available communication channels available on the company website at: [omcdxb.com](http://omcdxb.com).

Oasis Management Consultancy may amend this Code at any time so as to improve its effectiveness.