

**Our ethical behaviour, both actual and perceived, is fundamental to maintaining InCoStrat's reputation, promoting trust and inspiring confidence in it and with those whom we work. Ethical behaviour is also part of our identity.**

## **core values**

We specialise in and around conflict zones. By their nature, these are chaotic and ambiguous environments. We value integrity and the highest standards of ethics and accountability to ensure not only that we remain committed to being part of the solution but that we also avoid institutionalising the problem.

The strategic challenges our clients face are often complex, involving a range of international partners and nuanced geo-political considerations. We value discretion and trust in our client relationships.

We value innovation, creativity and wide-ranging collaboration to solve seemingly insurmountable problems. We believe that diversity of input helps us see things differently, identify hidden opportunities and manage our risk.

We value delivery and define our success by our impact. For this reason, monitoring and evaluation is a key component of our project design.

We value transparency and constructive challenge in our relationships with clients, partners and our networks. Learning and development is a key component to improving our systems and our solutions.

## **Integrity**

We are straightforward and honest in our dealings: this implies fair dealing and truthfulness.

We are consistent: our actions will reflect our words.

We are open to new ideas, information and suggestions.

We take corrective action when mistakes happen.

We take into account the public interest.

## **Integrity, bribery and corruption**

We will not be involved in fraud, bribery or corruption.

We do not accept gifts and entertainment, which could influence our judgement and objectivity.

We do not seek to influence others' judgement, through monetary or other reward (however described), to achieve improper performance.

## **Competence and due care**

We will comply with applicable laws, regulations and standards.

We maintain and enhance our skills, knowledge and experience as needed to fulfil our role.

We strive for high technical, professional and service standards.

We will not intentionally mislead others as to our capabilities and experience.

## **Confidentiality**