

Code of Conduct

The present Code of Conduct establishes the general rules to be observed to meet our ethical standards for business behavior and particularly to prevent involvements in corrupt and fraudulent practices.

- We will pursue our business with integrity;
- We will respect the rules of law governing our business;
- We will respect human rights and the political, cultural and religious customs of the countries in which we work;
- We will not participate in or condone corrupt and fraudulent practices. In this respect we will observe FIDIC's Business Integrity Management Guidelines requiring the highest standards of ethics during the selection and execution of contracts;
- We will only give or accept gifts for business purposes and only up to reasonable levels – and never during the process of competitive bid or tender exercise;
- We will not make facilitation payments over and above what is strictly justifiable;
- We will not seek personal gain through abuse of our positions in Consia Consultants;
- We avoid political contributions;
- We hold no secret or unrecorded funds of money or assets;
- Fees paid by us to agents and associated consultants shall be commensurate with the services provided. Our Code of Conduct shall be known and acknowledged by our agents and associated consultants to the extent that they are acting on our behalf;
- Our Code of Conduct shall also apply to our participation in joint operations and we seek to ensure that our joint venture partners adopt similar commitments to our own in connection with joint projects;
- All employees are accountable and under an obligation to raise any issue of doubts with their management for clarification and decision.

Copenhagen, 1 July 2005



Erling Rask
Managing Director
Consia Consultants