

This Code contains guidance and information on the principles of conduct and ethics for all accredited members. Members are required to act at all times in the spirit of The ATTA's Mission, which is to advance and promote the skills of accredited specialists who lead the delivery of major change projects involving transformation and turnaround in organisations facing significant challenges in Asia and to adhere to the following fundamental principles:

FUNDAMENTAL PRINCIPLES

- **Compliance.** ATTA members typically operate across multiple jurisdictions in which their conduct, their actions and those of others under their guidance, may be governed by the following: a) primary or subordinated legislation; b) court order; c) professional code and industry standard; and/or d) institutional compliance requirements of business partners. Such regulatory context may oblige them to adopt and comply with codes of practice, monitor and report on the conduct of other parties. Members shall maintain familiarity with their regulatory environment, comply with it at all times and seek expert advice in situations of uncertainty.
- **Competence.** Members shall define and maintain their knowledge of the specific aspect or field of the practice of turnaround, crisis management and corporate renewal in which they claim expertise, shall extend and update their knowledge and shall contribute to the enhancement of this field of the profession. Members shall not accept or perform work which the member does not have the necessary ability, knowledge or qualification to undertake, unless the member acts in concert with an appropriately skilled or qualified person to conduct the work.
- **Diligence.** Members should maintain working records of activities and interactions throughout the course of engagements and carry out work with due care and skill, diligence and promptness.
- **Respect.** Members shall behave with courtesy and consideration towards all people with whom they come into contact.
- **Objectivity.** Members shall base their decisions and professional guidance on available information and known good practice. Members shall strive to retain sound judgment and objectivity independent of their own personal interests, opinions and of influence and pressure from others, emotional, social or otherwise.
- **Confidentiality.** Members shall owe a duty of confidentiality to clients and business partners and shall use best efforts to safeguard the confidentiality of any information acquired during the course of engagements, regardless of the absence of contractual responsibility to do so or by the determination of the assignment. Members' duty of confidentiality may be overridden in exceptional circumstances which may include where: express consent is granted by an authorised person or persons; the regulatory environment obliges them to disclose; a court orders that such matters are to be disclosed; or where to maintain confidentiality would assist in the commission of a crime.
- **Agreement.** Members shall not proceed with an assignment without a contract or engagement letter. Such agreement shall normally state: objective and scope; methodology; reporting and acceptance standards; and remuneration structure.
- **Alignment.** Members shall be alert to, declare, and avoid situations in which significant conflict of interest exists or may reasonably be expected to arise between their clients' interests and their own or between two or more clients.
- **Professionalism.** Members shall neither disparage nor seek to damage the reputation of other members, and shall uphold the reputation of ATTA. Members shall inform ATTA in the event of dispute between members.
- **Integrity.** Members shall not so far as reasonably practicable accept an assignment or, where relevant, shall cease acting further where the above principles cannot be upheld.

RISK MANAGEMENT

- ATTA acknowledges that members, who by the nature of their work across Asia operate in unclear contexts, will face challenges to their compliance with our Fundamental Principles. Members are expected to adopt practices suitable to the circumstances to avoid or neutralise, or if this is not possible, mitigate those threats.
- Members are welcome to discuss such risks, or any questions about this Code, with members of the Compliance Committee or the Board. Email: compliance@asiatta.com

OBLIGATIONS TO ATTA

- Members who undertake duties for or on behalf of ATTA shall abide by the above fundamental principles.
- Members are obliged to notify The ATTA of any matter which may render him or her liable to disciplinary action, including but not limited to, disciplinary action by another professional body, criminal conviction, or civil finding of dishonesty.