



Phone: +250 7 88 30 59 60 www.equilibria.rw, aime.tsinda@gmail.com, mujanamae@gmail.com,
info@equilibria.rw, Remera, KG 17 Avenue IKAZE Building, 3rd Floor

Code of Ethics for Equilibria Ltd - Research and Consultancy Firm

Introduction:

Equilibria Ltd is dedicated to upholding the highest standards of integrity, professionalism, and ethics in all aspects of its business operations. This document outlines the fundamental principles and guidelines that govern the conduct of our employees, consultants, contractors, and stakeholders while representing Equilibria Ltd. Our Code of Ethics aims to safeguard the trust of our clients, ensure impartial research, protect confidentiality, and preserve the reputation of our firm.

Integrity and Honesty:

- 1.1. All employees and consultants must consistently demonstrate honesty, sincerity, and transparency in their interactions with clients, colleagues, and external stakeholders.
- 1.2. Falsifying data, engaging in plagiarism, and misrepresenting information are strictly prohibited.
- 1.3. Upholding confidentiality and adhering to non-disclosure agreements are always essential.

Client Confidentiality:

- 2.1. Safeguarding client information is of paramount importance. It must not be shared with unauthorized individuals or third parties without explicit consent.
- 2.2. Any conflicts of interest must be promptly disclosed and effectively managed to protect the best interests of our clients.

Professional Competence:

3.1. Equilibria Ltd is committed to delivering top-notch research and consultancy services. To achieve this, employees and consultants must continually enhance their professional skills and expertise.

3.2. Projects requiring specialized knowledge should only be undertaken by qualified and competent individuals.

Independence and Objectivity:

4.1. Maintaining independence and avoiding biases or conflicts of interest is crucial for ensuring the objectivity of our work.

4.2. Our research and consultancy services must be based on accurate and reliable data, free from undue influence.

Fair Treatment and Respect:

5.1. Every individual associated with Equilibria Ltd, be it employees, clients, or stakeholders, should be treated with respect, fairness, and dignity, regardless of their background, gender, race, religion, or any other characteristic.

5.2. Discrimination, harassment, or any form of disrespectful behavior is strictly prohibited.

Compliance with Laws and Regulations:

6.1. Equilibria Ltd and its employees must strictly adhere to all applicable laws, regulations, and industry standards in the countries where we operate.

6.2. Engaging in any unethical behavior or illegal activities is strictly forbidden.

Conflicts of Interest:

7.1. Employees and consultants must avoid situations that could potentially lead to conflicts between their personal interests and the interests of Equilibria Ltd or its clients.

7.2. In cases where conflicts arise, they must promptly disclose the matter to the management for resolution.

Use of Company Resources:

8.1. Equilibria Ltd's resources, including intellectual property, software, and equipment, should be utilized solely for legitimate business purposes and not for personal gain or unauthorized activities.

Reporting Violations:

9.1. Any employee or consultant who becomes aware of a violation of this Code of Ethics must report it promptly to their immediate supervisor or the management team.

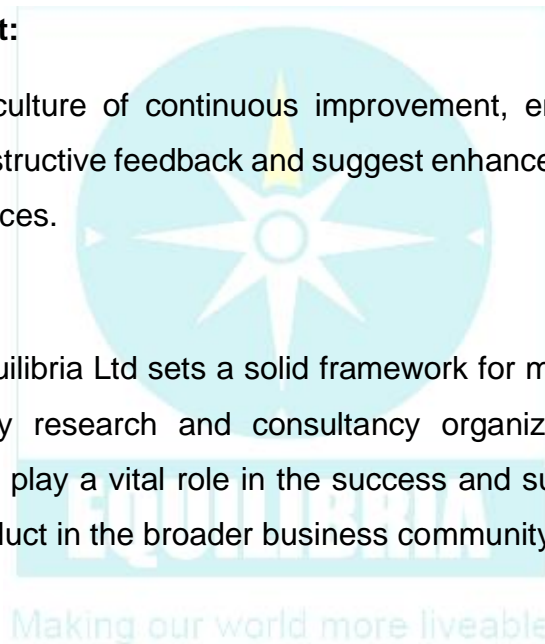
9.2. Equilibria Ltd is fully committed to protecting whistleblowers from any form of retaliation when they report violations in good faith.

Continuous Improvement:

10.1. Our firm fosters a culture of continuous improvement, encouraging employees and consultants to provide constructive feedback and suggest enhancements to the Code of Ethics and overall business practices.

Conclusion:

The Code of Ethics for Equilibria Ltd sets a solid framework for maintaining our reputation as a reliable and trustworthy research and consultancy organization. By upholding these principles, all stakeholders play a vital role in the success and sustainability of Equilibria Ltd while fostering ethical conduct in the broader business community.



Equilibria is a company aiming to promote the power of evidence-based ideas and solutions generated through research and consultancy to overcome diverse world issues and challenges