

Code of Conduct

High Values is an independent advisory. We help business, finance, and policy professionals better evaluate assets and report on sustainability performance. Our priority is our Clients' success and satisfaction. We believe this is best achieved by working closely alongside our Clients and understanding the business challenges that they face.

We conduct our business according to applicable laws and regulations, as well as professional standards. We have formulated our Code of Conduct due to the fact that these laws and standards do not cover all types of circumstances. At High Values, as a team and as individuals, we are obliged and fully committed to complying with our Code of Conduct.

1. Transparency and integrity are principal values for us. We act honestly and with integrity to gain the trust of our Clients, business partners, and our employees. We treat our Clients, business partners, and stakeholders with respect and fairness.
2. We are committed to obtaining the best possible results for our Clients. In doing so, we ensure the highest quality of our services by conducting research and analysis objectively with the highest professional standards. We apply methodology and ensure that sources we use are credible.
3. We are committed to avoid conflicts of interest. If a potential conflict is identified and the respective parties' interests can be safeguarded by appropriate procedures, we will implement them. If a potential conflict of interest cannot be avoided, we will inform the Client or potential Client.
4. It is forbidden to offer or give a bribe or any benefit to Clients, potential Clients, or business partners. It is also forbidden to accept or demand a bribe or any benefit from these parties. The value of gifts or hospitality given or received cannot exceed EUR 100.
5. Our employees or former employees are obliged not to disclose to any unauthorized person any confidential information relating to High Values' Clients, potential Clients or business partners.
6. Our employees' well-being and motivation is pivotal to ensuring the highest quality services provided by High Values. We build relationships with our employees based on dialog, trust and mutual respect.
7. High Values recognizes diversity as a value which provides us with different perspectives and supports innovation. We are committed to equal opportunities regardless of gender, age, religion, ethnicity, disability or the sexual orientation of our employees. We do not accept any discrimination and harassment based on any of the above.
8. To reduce our direct impact on the environment we use telephone and web conferences to minimize travel, and we minimize the use of paper and save energy in our work spaces.
9. We support fundamental Human Rights and do not engage in business activities that violate them.