



Focused Growth Partners, Inc.

Code of Conduct

Focused Growth Partners is a unique global advisory group of C-level executives that supports the leadership and governance teams of companies in all aspects of digital transformation and fast growth generation.

As professional advisers we help our clients to bring a new outsider perspective in a peer-to-peer approach to strategy development, problem solving and capability development. We take pride in supporting our clients in the transformation processes needed for sustainable, long term business success. We measure our performance by the success and satisfaction of our clients.

Our core values of excellence, teamwork and customer focus help us to achieve our ambitions.

Our Values:

Excellence: Adhere to the highest professional standards

- We act with professional integrity. We comply with laws, regulations and standards that apply to us in our professional conduct.
- We recognize that our competitive advantage is achieved through the excellence of our professional advice and the quality of our service delivery.
- We avoid relationships that impair our objectivity, independence and reputation
- We respect and protect confidential information obtained from, or relating to, our clients or third parties, as well as personal information about our people, in accordance with local law and professional standards.
- We obtain, develop and protect intellectual property in an appropriate manner. We respect the restrictions on its use and reproduction
- We do not use confidential information for personal gain
- Everything we do is evidence-based, meaning we foster an environment where we operate from ideas or proven facts, we leave opinions at the door.

Teamwork: Working with one another

- We build relationships with each other based on a shared trust and confidence that each of us has a personal and professional commitment to do the right thing.
- We are committed to communicating openly and honestly.
- We rely upon each other to deliver quality service to our clients
- We nurture integrity, respect and teaming.
- We consult with each other and value the perspectives of those who are different from us, as well as those who challenge our own point of view.
- We expect and deliver feedback regularly, candidly and constructively, and positively recognize success.

Customer focus: Capability, strategy and leadership development thru digital transformation

- We are committed to delivering quality advice and services that reflect our professional capabilities and are appropriate to the specific issues and needs of our clients
- We use our internal and external network to deliver the best to all clients
- We have a strict no-surprises policy: Meaning we communicate plans, intentions and discovered discrepancies immediately so the client can depend on us being reliable and forthcoming
- We build enduring relationships based on performance, trust and customer satisfaction
- We bring innovations in company processes and management practice to clients
- We support the implementation of leadership and strategy processes to drive a successful digital transformation.
- We holistically use our partner's global experience with digital strategies and operational experience to help clients to capitalize on the significant opportunities of digitalization

The Code of Conduct applies to everyone at Focused Growth Partners, regardless of their individual role, position or practice