

Code of Conduct for ICAX Ltd and its employees

ICAX and its employees are required to maintain the highest standards of professional conduct.

Directors and employees shall:

- At all times so order their conduct as to uphold the dignity and reputation of ICAX Ltd and safeguard the public interest in matters relevant to the art, science and practice of heat pump system design, installation and commissioning.
- Exercise professional skill, care and diligence to the best of their ability and discharge their duties and responsibilities with fidelity, and with proper regard for professional standards.
- Actively maintain, and encourage others to maintain, their professional competence through systematic improvement and broadening of their knowledge and skill.
- Reject bribery and all forms of corrupt behaviour, and make positive efforts to ensure others do likewise.
- Avoid, where possible, real or perceived conflict of interest and disclose to ICAX any significant interest in another company, firm or person carrying on any business which may benefit directly or indirectly from their work.
- Take all reasonable steps to prevent avoidable danger to the health, safety and welfare of themselves, colleagues and the general public.
- Promote the principles of sustainability and seek to prevent the avoidable adverse impact on the environment.
- Only undertake work for which they have sufficient professional and technical competence and adequate resources to meet their obligations. They should also disclose relevant limitations of competence.
- Treat everyone fairly and with respect and embrace equality of opportunity, diversity and the elimination of discrimination.
- Cooperate and integrate actively and with other professionals in the built environment.
- Observe the proper duties of confidentiality owed to appropriate parties.

Signed by:



Name: Edward Thompson.....

On behalf of:ICAX Ltd.....

Date: ...4 January 2021.....