

Cactus' Ethics Principles

- We respect the power of IT solutions delivery and consulting and apply them for the benefit of our clientele.
- We listen carefully to those (Clients and other stakeholders) who are concerned about the implications of our recommendations and respond to their concerns.
- We support strong protection of the confidentiality of our clientele's and business Partners' information.
- We respect the competitors involved in our industry and deal with them professionally.
- We are sensitive to and considerate of the ethical and social issues regarding our IT Solutions and consulting engagement.
- We adhere to strict informed consent procedures.
- We will abide by the ethical standards of the appropriate professional association/bodies and, where appropriate, other professional societies to ensure that our services are appropriately used.
- We oppose the use of IT consulting to develop not social responsible solutions (criminal, drugs, weapons, money laundry) .
- We win engagements on our own merit and will not solicit business by criticism of competitors, self-laudation, or lobbying.
- We will avoid conflicts of interest and will not don conflicting roles at the same time (e.g., role of strategic consultants and auditors for the same client at the same time).

Cactus' Code of Ethics

Cactus' Code of Ethics conforms with the most recent regulatory and legislative initiatives and assures the users of consulting services that Cactus managers and employees are publicly committed to providing the highest quality work. Cactus managers and employees are committed to abide by this Code of Ethics.

Clients

- 1) We will serve our clients with integrity, competence, and objectivity.
- 2) We will keep client information and records of client engagements confidential and will use proprietary client information only with the client's permission.
- 3) We will not take advantage of confidential client information for ourselves or our firms.
- 4) We will not allow conflicts of interest which provide a competitive advantage to one client through our use of confidential information from another client who is a direct competitor without that competitor's permission.

Engagements

- 5) We will accept only engagements for which we are qualified by our experience and competence.
- 6) We will assign staff to client engagements in accord with their experience, knowledge, and expertise.
- 7) We will immediately acknowledge any influences on our objectivity to our clients and will offer to withdraw from a consulting engagement when our objectivity or integrity may be impaired.

Fees

- 8) We will agree independently and in advance on the basis for our fees and expenses and will charge fees and expenses that reasonable, legitimate, and commensurate with the services we deliver and the responsibility we accept.

- 9) We will disclose to our clients in advance any fees or commissions that we will receive for equipment, supplies, or services we recommend to our clients.

Profession

- 10) We will respect the intellectual property rights of our clients, other firms, and sole practitioners and will not use proprietary information or methodologies without permission.
- 11) We will not advertise our services in a deceptive manner and will not misrepresent the IT provider's profession, IT firms, or individual IT practitioners.
- 12) We will report violations of this Code of Ethics.