

K2 Consulting Partners Limited

Code of Conduct

Operating with integrity, transparency, and respect — for our clients, partners, people, and the world we live in.

Code of Conduct – Principle 1

Respect for Human Rights

Statement

At K2 Consulting Partners, we are committed to respecting and upholding human rights across every aspect of our operations, projects, and partnerships. We actively work to prevent complicity in human rights abuses by conducting due diligence, supporting awareness, and holding ourselves and our partners accountable to the highest international standards.

Why It Matters

Respecting human rights is central to our identity as a responsible consulting partner. By embedding human rights into our practices, we protect vulnerable groups, safeguard our clients' reputations, and build sustainable value for communities. This reflects our alignment with UN Global Compact Principles 1 and 2.

Our Commitments

Uphold internationally recognised human rights in all engagements.

Ensure no involvement, directly or indirectly, in human rights abuses.

Partner only with suppliers and organisations that share our values.

Conduct regular due diligence and monitoring of our supply chain.

Provide mandatory training to employees on human rights awareness.

Act swiftly and transparently to address risks or violations.

How We Deliver

We integrate human rights considerations into project planning, supplier assessments, and client engagements. Our teams are trained to identify risks early and escalate concerns without fear.

Code of Conduct – Principle 2

Fair Labour Practices

Statement

We are committed to fair, safe, and dignified working conditions for everyone. We uphold the freedom of association and collective bargaining, and we stand firmly against forced labour, child labour, or discriminatory practices in any form.

Why It Matters

Fair labour practices promote trust, loyalty, and productivity. They are the foundation of inclusive workplaces and resilient communities. Our approach aligns with UN Global Compact Principles 3–6.

Our Commitments

Respect workers' rights to freedom of association and collective bargaining.

Prohibit forced, bonded, or child labour in all operations and supply chains.

Eliminate discrimination based on gender, race, age, religion, disability, or any other factor.

Ensure fair pay and working conditions that meet or exceed legal requirements.

Monitor labour standards among suppliers and delivery partners.

Provide equal opportunities for development and advancement.

How We Deliver

We audit suppliers for labour standards, support equal opportunity policies internally, and promote open dialogue to address concerns before they escalate.

Code of Conduct – Principle 3

Safe and Inclusive Workplaces

Statement

We foster a workplace culture that values diversity, equity, and inclusion. Everyone deserves to work in an environment free from harassment, discrimination, and bias, where individual differences are recognised as strengths.

Why It Matters

Inclusive workplaces drive innovation, creativity, and stronger outcomes. They also reflect our responsibility to provide safe, respectful environments for all.

Our Commitments

Zero tolerance for harassment, discrimination, or bullying.

Promote diversity and equity in hiring, development, and promotions.

Provide safe channels for reporting workplace concerns.

Train managers and staff on inclusive practices and unconscious bias.

Create environments where all voices are heard and valued.

How We Deliver

We embed DEI principles into recruitment, training, and client projects. Regular feedback channels ensure we are responsive to employee experiences.

Code of Conduct – Principle 4

Environmental Responsibility

Statement

We embrace our responsibility to protect the environment. This includes reducing our ecological footprint, adopting sustainable practices, and supporting clients in delivering greener outcomes.

Why It Matters

As a consulting firm, our influence extends beyond our operations — we shape how clients deliver. Environmental responsibility aligns with UN Global Compact Principles 7–9 and global sustainability goals.

Our Commitments

Minimise waste, energy use, and emissions across our offices and projects.

Support clients in adopting environmentally sustainable strategies.

Invest in and encourage the use of green technologies.

Incorporate climate and environmental risk assessments into our work.

Promote responsible business travel and remote collaboration tools.

How We Deliver

We track and report on our environmental impact, set reduction targets, and integrate sustainability into client engagements.

Code of Conduct – Principle 5

Ethical Business Practices

Statement

We act with honesty and transparency in all our business dealings. Bribery, corruption, or unethical practices have no place in our firm. Integrity is the foundation of trust with our clients and partners.

Why It Matters

Unethical practices damage reputations and erode trust. Operating ethically protects our clients, employees, and communities while upholding global anti-corruption standards.

Our Commitments

Prohibit bribery, corruption, and conflicts of interest.

Maintain accurate and transparent records in all transactions.

Comply with anti-corruption laws across all jurisdictions.

Avoid facilitation payments or improper advantages.

Foster a culture where employees can report concerns without fear.

How We Deliver

We conduct ethics training, maintain strict policies, and carry out internal audits to ensure compliance and transparency.

Code of Conduct – Principle 6

Data Privacy and Confidentiality

Statement

Protecting client and employee data is fundamental to our business. We are committed to safeguarding information and complying fully with privacy and data protection laws.

Why It Matters

Confidentiality builds trust and protects against reputational and financial risks. It is essential for maintaining client confidence and ensuring compliance with laws such as GDPR.

Our Commitments

Protect personal and confidential data from misuse or unauthorised access.

Comply with all data protection and privacy regulations.

Ensure data is only accessible to authorised individuals.

Respond swiftly to any data breaches or risks.

Train employees regularly on data protection requirements.

How We Deliver

We use secure systems, limit access rights, and monitor data handling practices. Our teams receive mandatory training on confidentiality obligations.

Code of Conduct – Principle 7

Professional Integrity

Statement

We provide objective, fact-based advice to clients — never guided by self-interest. We are open about risks, realistic about outcomes, and transparent in our recommendations.

Why It Matters

Professional integrity ensures that clients can trust us to act in their best interests. It reinforces our role as independent advisors.

Our Commitments

Deliver impartial advice based on evidence and expertise.

Disclose risks and limitations openly with clients.

Avoid conflicts of interest in all engagements.

Set realistic expectations and deliver on commitments.

Hold ourselves accountable for the quality of our work.

How We Deliver

We apply peer reviews, maintain independence from external influence, and ensure transparency in client reporting.

Code of Conduct – Principle 8

Accountability and Responsibility

Statement

We take ownership of our actions and decisions. Our people are empowered to raise concerns and resolve issues constructively and transparently.

Why It Matters

Accountability builds trust, drives performance, and ensures continuous improvement. It also strengthens our credibility with clients.

Our Commitments

Encourage employees to speak up without fear of reprisal.

Accept responsibility for mistakes and act to correct them.

Promote accountability at every level of the firm.

Ensure decisions are transparent and explainable.

Celebrate accountability as a leadership strength.

How We Deliver

We provide clear reporting channels, conduct after-action reviews, and promote a culture of learning from mistakes.

Code of Conduct – Principle 9

Collaboration and Respect

Statement

We succeed through collaboration, working in partnership with clients, delivery partners, and colleagues. Mutual respect and open dialogue underpin all our relationships.

Why It Matters

Respectful collaboration strengthens outcomes, fosters innovation, and supports a no-blame culture where people feel safe to contribute ideas.

Our Commitments

Treat colleagues, partners, and clients with respect and fairness.

Foster a no-blame culture where mistakes are opportunities to learn.

Promote open communication and constructive feedback.

Build partnerships based on trust and shared success.

Encourage diversity of thought and inclusive decision-making.

How We Deliver

We facilitate workshops, create safe forums for dialogue, and embed respect into our leadership and project delivery practices.

Code of Conduct – Principle 10

Commitment to Continuous Improvement

Statement

We are committed to learning, growing, and improving — as individuals and as a firm. Every engagement is an opportunity to adapt, innovate, and deliver better outcomes.

Why It Matters

Continuous improvement ensures we stay relevant and create lasting impact for our clients and communities. It also drives innovation and personal growth.

Our Commitments

Reflect and learn from every engagement.

Invest in training, development, and innovation.

Encourage experimentation and new ideas.

Adapt quickly to changing needs and expectations.

Measure our performance and impact continuously.

How We Deliver

We review projects regularly, seek client feedback, and invest in tools and training that enhance our performance and services.

Our Commitment

This Code of Conduct reflects who we are as a firm. We expect all employees, contractors, and partners to uphold these standards in every engagement. Together, we build trusted relationships and deliver transformation that makes a meaningful difference.