



CODE OF ETHICS

Integrity

- Kalandavis, LLC offers and performs services in an honest and forthright manner.
- We disclose to clients all information material to their professional relationships, including actual or potential conflicts of interest to clients before services are rendered.
- We shall not solicit through false or misleading statements.

Objectivity

- We exercise reasonable and prudent professional judgment in the best interests of the client.
- We neither subordinate his/her judgment to others nor seek to exploit a client relationship for personal advantage.

Competence

- We keep abreast of current developments in the field and seek to improve their competence in all areas of service in which engaged. We offer services only in those areas in which they have expertise.

Fairness

- All transactions shall be fair and reasonable to both parties.
- We perform our services in the best interest of our clients.

Confidentiality

- We will not disclose, unless required by law, any confidential information obtained in the course of a professional client relationship without the consent of the client.

Clients

- We serve their clients with integrity, competence, and objectivity, using a professional approach at all times, and placing the best interests of the client above all others.
- We establish realistic expectations of the benefits and results of their services.
- We avoid conflicts of interest, or the appearance of such, and disclose to a client any circumstances or interests that might influence our judgment and objectivity.

Engagements

- We only accept assignments which we possess the expertise to perform, and only assign staff with the requisite expertise.
- We ensure that before accepting any engagement, a mutual understanding of the objectives, scope, work plan, and fee arrangements has been established in writing.

Fees

- We agree in advance with a client on the basis for fees and expenses, and charge fees and expenses that are reasonable, legitimate and commensurate with the services delivered and the responsibility accepted.

Professionalism

- We respect the individual and corporate rights of clients and consulting colleagues, and do not use proprietary information or methodologies without permission.
- We represent the profession with integrity and professionalism in our relations with clients, colleagues and the public.
- We ensure that other consultants working on our behalf abide by this Code.