

Professional Commitments of Employees and Consultants

Mission statement

- ❑ To maintain our renowned investigation and security services in order to ensure our clients' total protection.

Professional commitments of the employees and consultants

General rules

This present document stipulates the professional obligations required of employees and consultants affiliated with CLI Investigation inc. regarding our clients and colleagues.

These professional commitments corroborate the credo of CLI Investigation inc.:

- ❑ *excellence of services,*
- ❑ *legality of the mandate,*
- ❑ *respectability of the client.*

The purpose of developing both a high level of competency and professional ethics is to insure excellent client service.

Any deviation from the norms will be dealt with by management and interested parties without delay.

The partners, associates and employees of CLI Investigation inc. must respect the laws that govern the industry, such as the “*Loi sur les agences d’investigation et de sécurité*” (L.R.Q., c.A-8).

Individually, employees and consultants promise to:

- ❑ Use the means put at their disposal by CLI Investigation inc. to enhance their professional competencies and insure a continual development to achieve excellence;
- ❑ Demonstrate honesty, integrity and loyalty towards customers and the organization;
- ❑ Maintain strict confidentiality in word and action regarding clients and their organizations;
- ❑ Avoid any situation or action that could lead to or be interpreted as a conflict of interest;
- ❑ Abstain from the possession or use of illegal drugs at all times;
- ❑ Consume alcohol responsibly;
- ❑ Comply with a dress code that reflects their responsibilities and conduct themselves in speech and manner that honours their positions.

As for duties, employees and consultants promise to:

- ❑ Respect the laws;
- ❑ Exercise judgement and discernment in carrying out their duties;
- ❑ Execute their responsibilities with professionalism and concern for quality;
- ❑ Maintain strict confidentiality when dealing with clients, resources and company suppliers;
- ❑ Respect colleagues and clients.

Towards the organization, employees and consultants promise to:

- ❑ Be loyal towards CLI Investigation inc. and its clients;
- ❑ Represent CLI Investigation inc. with dignity at all levels of intervention and in all circumstances;
- ❑ Promote CLI Investigation inc.'s credo: excellence of services, legality of the mandate and respectability of the client;
- ❑ Abstain from divulging any information obtained directly or indirectly from CLI Investigation inc.;
- ❑ Take action and/or advise senior management of any departure from the norms or professional commitments.