



*"TO FOSTER THE HIGHEST LEVELS OF TRUST AND
CONFIDENCE IN OUR PROFESSION."*

AESC members are guided by a **Code of Professional Conduct** and Professional Practice Standards. AESC may amend or add to these standards from time to time as the profession evolves and adapts to developments in business practice, technology, and the law.

Since 1959, AESC has set the standards for the profession and its members are guided by a shared commitment to the AESC Code of Professional Conduct. AESC member firms and their people are committed to the highest professional practices, acting in the best interests of their clients, candidates, the community-at-large, and the profession.

AESC values are best summarized through AESC's Code of Professional Conduct - the foundation on which AESC membership is built.

ETHICS & INTEGRITY

AESC members put integrity above all else. They maintain the highest ethical standards within their firms, with clients and candidates, and in the community.

EXCELLENCE

Excellence guides the work we do. AESC members focus on their clients' unique business needs, using rigorous, evidence-informed, results-focused methodologies while innovating new solutions when needed.

OBJECTIVITY

AESC members exercise independent, objective judgment. Trusted relationships are grounded in knowledge, expertise, honesty, and respect.

OPPORTUNITY & INCLUSION

AESC Members recognize that inclusion and belonging drive sustainable success and consider the full spectrum of talent in each assignment. They know inclusive leaders intentionally welcome the contributions of all parties while encouraging teams to voice different perspectives and opinions.

CONFIDENTIALITY

AESC members protect confidential information entrusted to them by clients and candidates. This includes a commitment to data privacy and security.