



DEVENCORE GROUP OF COMPANIES CODE OF ETHICS

I, the Employee, acknowledge that, as a member of Devencore, I recognize both the responsibilities and obligations being afforded me and I shall act in the utmost professional manner to discharge same.

1. To My Community and the Public

I shall act, at all times, in an ethical and professional manner so as to protect my community and public interest. Further, I shall not conduct myself in a manner which gives the appearance of being an expert on issues for which I lack competence. I shall dedicate my professional skills and time, voluntarily, for those who are less privileged as myself.

2. To My Company

I shall be diligent and responsible in conducting the duties of my office/position through the directions of both the Shareholders and Management.

3. To My Clients and/or My Company's Clients

I shall only conduct myself, in an ethical, professional and responsible manner which ensures, at all times, the full servicing, full disclosure and total protection of the clients' interests. I shall not represent any client's interest or issue for which I lack expertise and/or have a perceived conflict of interest.

4. To My Colleagues

I shall treat my colleagues with respect, integrity and with kind, human decency. I shall adhere to their individual obligations to uphold the Code of Ethics of the professional societies to which they belong.

5. To My Employees

I shall treat my employees fairly and with respect. I shall commit to enhancing to their learning and growth within the Company.

6. To Myself and My Profession

I shall act in a manner which demonstrates only the highest moral standards, integrity, responsibility and competence. I shall diligently maintain these characteristics, during good and bad times and I shall protect these attributes as being invaluable gifts.