



TENTH REVOLUTION

Ethics Statement - Global

This statement describes the behaviours observed by all companies under the Tenth Revolution Group ('the Group') umbrella. These include Frank Recruitment Group and Revolent Group.

April 2024

Overview

Tenth Revolution Group ('the Group') is a global leader in tech talent services. Through our portfolio of companies, we deliver a range of services to organisations looking to build their workforce or utilise additional resources for cloud implementation.

The Group is committed to fostering a culture of openness, trust and integrity in all business practices.

The Group's motivation for this ethics policy is to establish a culture of openness, trust and integrity in business practices. Effective ethics is a team effort involving the participation and support of every employee. All employees should familiarise themselves with the ethics guidelines that follow this introduction. The Group is committed to protecting employees, partners, vendors and the Group from illegal or damaging actions by individuals, either knowingly or unknowingly.

When the Group addresses issues proactively and uses correct judgment, it will help set us apart from competitors. The Group will not tolerate any wrongdoing or impropriety at any time. The Group will take the appropriate measures act quickly in correcting the issue if the ethical code is broken. Any infractions of this code of ethics will not be tolerated.

Purpose

Our purpose for authoring a publication on ethics is to emphasise the employee's and consumer's expectation to be treated to fair business practices. This policy will serve to guide business behavior to ensure ethical conduct.

Scope

This policy applies to employees, contractors, consultants, temporaries, and other workers at the Group including all personnel affiliated with third parties.



Our core values

What matters to us?

We have fun

- We bring good vibes and energy into everything we do
- Building connections with others means everything to us
- We love to celebrate success as a team

We are the experts

- We pioneer new ways to tackle the tech skills gap
- We are proud of our unparalleled expertise
- We get a buzz from being the best at what we do

We're all about people

- Helping others achieve their dreams inspires us
- We have a thirst for knowledge and love to learn
- We think, talk and act with empathy and respect

We transform lives

- We love to imagine, innovate and embrace new opportunities
- We empower others to make a positive difference
- We are proudly creating a better tomorrow for talent everywhere

We Go Beyond

- We get things done today, so we can make the most of tomorrow
- We are driven, ambitious and leave no stone unturned
- We relish the challenge and thrive on delivering results

Expectations

All employees of the company are expected to uphold our core values in all business interactions. Directors and Senior Managers must set a prime example. In any business practice, honesty and integrity must be top priority for executives. Employees must disclose any conflict of interests regarding their position within the Group.

As a Group, we will both encourage and reward ethical behaviour and celebrate employees who show an exceptional commitment to upholding the Group's core values.



Executive Commitment to Ethics

Directors and Senior Managers must set a prime example. In any business practice, honesty and integrity must be top priority for executives. Executives must have an open-door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert executives to concerns within the work force.

Executives must disclose any conflict of interests regard their position within the Group.

Employee Commitment to Ethics

The Group employees will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.

1. Every employee needs to apply effort and intelligence in maintaining ethics value.
2. Employees must disclose any conflict of interests regard their position within the Group.
3. Employees will help the group to increase customer and vendor satisfaction by providing quality products and timely responses to enquiries.

Unethical Behaviour

The Group will avoid the intent and appearance of unethical or compromising practice in relationships, actions and communications.

The Company will not tolerate:

- Harassment or discrimination.
- Unauthorised use of group trade secrets & marketing, operational, personnel, financial, source code & technical information integral to the success of our company will not be tolerated.
- Impropriety at any time

The Group will endeavour to act ethically and responsibly in accordance with laws. Employees of the Group will not use corporate assets or business relationships for personal use or gain.

Group Awareness

Promotion of ethical conduct within interpersonal communications of employees will be rewarded. The Group will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the group.

Maintaining Ethical Practices

The Group will reinforce the importance of the integrity message and the tone will start at the top. Every employee, manager, director needs consistently maintain an ethical stance and support ethical behaviour. Employees at the group should encourage open dialogue, get honest feedback and treat everyone fairly, with honesty and objectivity.

The Group has established a best practice disclosure committee to make sure the ethical code is delivered to all employees and that concerns regarding the code can be addressed.

Enforcement

Any infractions of this code of ethics will not be tolerated and the group will act quickly in correcting the issue if the ethical code is broken. Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

Modification

The Group expressly reserves the right to change, modify or delete the provisions of this Policy without notice.

Governance and oversight

This Statement is ultimately governed by the Tenth Revolution Group Executive Board.

Signed: Lewis Miller, Chief Financial Officer and TRG Executive Board member

Environmental Statement		Rev No: 002 Rev Date: 03.07.23
Author	Approved By	Review Period: Annual
V1 - Rosie Ifould	Lewis Miller	
V2 - David Liebman	Lewis Miller	



E: info@TenthRevolution.com

W: www.TenthRevolution.com

© Copyright 2024 Tenth Revolution Group. All Rights Reserved.