

Code of Conduct / Business Ethics Policy

Purpose

Orka Advisory is committed to upholding the highest standards of integrity, professionalism, and ethical behaviour in all business activities. This policy outlines expectations for conduct towards colleagues, clients, suppliers, and the community.

Scope

Applies to all employees, contractors, directors, and representatives of Orka Advisory.

Our Commitments

Integrity and Honesty

- Conduct business honestly and transparently, avoiding deception, misrepresentation, or unethical practices.

Respect and Fairness

- Treat all people with respect, dignity, and fairness, fostering an inclusive and safe work environment.

Conflicts of Interest

- Avoid situations where personal interests conflict with professional duties. Declare any potential conflicts to management promptly.

Confidentiality

- Protect confidential and proprietary information of Orka Advisory, clients, and partners. Use information only for authorised business purposes.

Compliance with Laws

- Adhere to all applicable laws, regulations, and professional standards in jurisdictions where we operate.

Anti-Bribery and Corruption

- Do not engage in, endorse, or facilitate bribery, corruption, or facilitation payments in any form.

Professionalism

- Maintain high standards in client service, reporting, and communications, reflecting positively on Orka Advisory.

Responsibility

All employees are responsible for upholding this Code. Breaches should be reported to Dr Kaushik Sridhar at kaushik@orkaadvisory.com. Violations may result in disciplinary action, including termination.

Authorised by:

Kaushik.S

Dr Kaushik Sridhar
Founder & CEO
Orka Advisory

2 July 2025