



MAGELLAN
ADVISORY PARTNERS



Magellan Advisory Partners

Supplier Code of Conduct

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Purpose

This Code sets forth the principles and expectations Magellan Advisory Partners holds for all suppliers, contractors, and partners engaged in providing services related to executive search, leadership consulting, and advisory support. It ensures alignment with our values of integrity, discretion, and excellence.

Compliance with Laws and Regulations

Suppliers must comply with all applicable laws and regulations, including but not limited to:

- Employment and labour laws
- Anti-discrimination and equal opportunity laws
- Data protection and privacy regulations (e.g., GDPR, PIPEDA)
- Anti-bribery and anti-corruption laws

Ethical Conduct

Suppliers are expected to:

- Conduct business with honesty, fairness, and transparency
- Avoid conflicts of interest and disclose any potential issues
- Refrain from offering or accepting bribes, kickbacks, or improper gifts
- Maintain accurate and truthful records

Confidentiality and Data Protection

Given the sensitive nature of executive search and advisory work, suppliers must:

- Protect all confidential and proprietary information of clients and candidates
- Use personal data only for authorized purposes and with appropriate consent
- Implement robust data security measures to prevent unauthorized access or breaches

Respect for Individuals

Suppliers must:

- Treat all individuals with dignity and respect
- Avoid discrimination based on race, gender, age, religion, sexual orientation, disability, or other protected characteristics
- Promote inclusive practices in candidate sourcing and evaluation

Professional Standards

Suppliers are expected to:

- Uphold the highest standards of professionalism in all interactions
 - Avoid misrepresentation of candidates, clients, or qualifications
 - Ensure that all assessments and recommendations are objective and evidence-based
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Intellectual Property

Suppliers must respect the intellectual property rights of Magellan Advisory Partners, clients, and candidates. This includes:

- Not using proprietary materials without authorization
- Not disclosing or replicating proprietary methodologies or tools

Monitoring and Accountability

Magellan Advisory Partners reserves the right to:

- Audit supplier practices and request documentation
- Investigate any alleged breaches of this Code
- Terminate relationships with suppliers who fail to comply

Reporting Concerns

Suppliers must provide a safe and confidential mechanism for reporting unethical behaviour or violations of this Code. Reports can also be made directly to Magellan Advisory Partners through your contact.



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