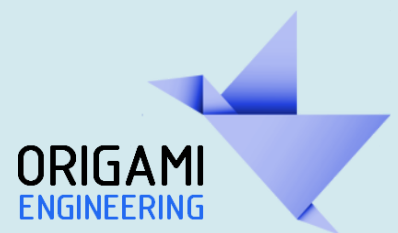


APRIL 2016

CODE OF ETHICS

ORIGAMI ENGINEERING R1-16



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Approved by the Board
Origami Engineering

02

OUR GUIDELINES

Everyone involved in Origami Engineering activities, or cooperating with it, whether as a partner, executive, freelance or administrator, is expected to uphold the core values of our Company.

THE BULLET LIST

- MAKE YOUR WORK TO BE THE BEST BUT NOT AT ALL COSTS.
- INTRODUCE YOURSELF WITH DIGNITY, AND LEAVE WITH GRACE.
- OBSERVE THE LAWS AND REGULATION OF THE PLACE YOU ARE.
- RESPECT COMPETITION, ALL WORKERS, AND PARTICIPANTS.
- REJECT CHEATING, RACISM, AND ILLEGAL OFFERS.
- VALUE EVERYONE'S THOUGHT AND COLLEAGUES' WORK. ENJOY YOUR WORK.



WE VALUE:

“

Teamwork
Respect
Enjoyment
Honesty
Transparency

”

Origami Engineering is a Company of long experience, which has been developed over time into a number of values that guide the way the Company is conducted and how partners, executives, and consulting partners conduct themselves.

At its core, Origami Engineering is a Company with a fundamental value of respect for opponents, competitors, teammates and officials. Origami Engineering for the vast majority remains a Company where work is made for enjoyment. Because of this, the other core values that we aspire to are both firm and inclusive of all our activities. You will find those values embedded in the codes of conduct below.

04

THE GOOD LEADER CODE

AT ORIGAMI ENGINEERING, AS A LEADER AND PARTNER, YOU MUST:

- Never overload your work team with demands, technical information and strategies – remember they are your peers
- Be organized – establish a structure for the project, prepare a plan for each step, or mission, or meeting, have the appropriate information. Above all, communicate to all the players, teammates and fellow partners to set expectations
- Make sure that clients also develop an understanding of the rules and laws we work by, that they respect market rules, their teammates, leaders, advisers, and consultants
- Never overcharge the better partners or technicians
- Ensure clients and teammates behavior is appropriate and in keeping with the nature of the business and the expectations of the Company
- Never abuse, yell, criticize or ridicule anyone for making mistakes in front of clients or any other party
- Ensure the Company's Ethic Business Conduct is upheld at all times
- Never question an authority judgment or honesty.

05

KEY OBSERVATIONS

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AS A LEADER AND PARTNER, YOU SHOULD ALWAYS REMEMBER:

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- *Clients develop at different times and in different ways – make allowances for their organizational, leadership and administrative maturity and development*
- *Winning isn't everything – coach your clients to enjoy taking part and progress to the best of their ability. Encourage each client to reach their potential*

06

THE GOOD ADVISOR CODE

At Origami Engineering, consulting partners and advisors both fully acknowledge that they are an integral part of the partnership, which ensures that clients enjoy their involvement in the project and experience an environment in which they can develop.

AS A CONSULTING PARTNER/ADVISOR YOU MUST:

- Remember that clients develop projects and plans for their own growth not that of their advisors.
- Encourage your client to understand and play within the rules
- Encourage clients to improve – do not force an unwilling client into a development – it's supposed to be for them, and you may put them off entrepreneurship forever
- Focus your client on practicing their skills, effort, abilities and team construction. Revenue isn't everything, and the score might also be the improvement of the existing structure.
- Teach your clients that taking part and trying their best is more important than pure revenue
- Be realistic about the clients' ability; do not push them towards a level that they are not capable of achieving.
- Provide positive verbal feedback both in training and during the project development. Support and encourage your client – never criticize them for making mistakes. Repeat your training and encourage them to try harder next time.

07

- Remember that persistent, negative messages will adversely affect the clients' and their market's performance and attitude.
- Always support Origami Engineering in their efforts to eradicate business misconduct and any abusive behavior from all businesses.
- Support your leaders and partners – they are giving up their time to train your client. If you have any issues with the way a partner is performing, talk to them first. Refer any issues to a Senior Partner of the Company.
- Remember clients learn much by example.
- Always show appreciation of good play by ALL clients both from your own Company and the competitors.
- Respect decisions made by authorities and encourage the clients to do likewise
- For young entrepreneurs, with less than 2 years of market experience, that a named responsible administrator follows the client at all times



KEY OBSERVATIONS

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**AS A CONSULTING PARTNER/ADVISOR,
YOU ARE ENCOURAGED TO:**

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- *Be familiar with the partnership and their program in order that they can ensure that their client is fully involved and the senior partners are aware of their availability.*
- *Be familiar with the methods used, by observing the session in which your client participates.*
- *Be aware that the Company has a duty of care and therefore, where appropriate, assist partners with the supervision of the clients, particularly where numbers are large and there is a need to bring them forward altogether.*
- *Be involved with Company activities and share your expertise.*
- *Share concerns, if you have them, with Company officials and senior partners.*
- *Be familiar with the "Good Leader Code".*

THE GOOD CLIENT CODE

ORIGAMI ENGINEERING CLIENTS ARE ALWAYS ENCOURAGED TO FOLLOW A HIGH STANDARD CODE OF ETHICS

Clients at their first experience in BD are still easily influenced and their behavior will often reflect that of the advisers around them. At Origami Engineering we welcome clients on our touchline who embrace the ethos of the business as one of honesty, enjoyment and skill development.



ORIGAMI
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