



## **Ethics Statement**

IPAT Holdings Limited, a subsidiary of Performance Assessment Network, Inc. is a UK company offering personality assessment tools and training to HR specialists, professional psychologists and talent development practitioners, with offices in the UK and operations across Europe. We work directly or through international partners with multinational corporations and public sector bodies in multiple countries globally.

We value our reputation for ethics and integrity, and seek to operate in a client-focussed fashion in all areas of our business and locations.

We will not tolerate corruption in any form in our business or in those we do business with. We do not authorize, condone, encourage or promote, directly or indirectly through others, unlawful or unethical behavior, such as bribery, kick-backs, payoffs, promises to pay cash or things of value, or any other activities that may be construed as being corrupt, unlawful or unethical.

Our Anti-Bribery measures set out how our officers, employees and associated persons should behave and what they should do if confronted with corruption in connection with our operations. We expect all our officers, employees and associated persons to embrace this ethos and practice it in all aspects of their day-to-day work.

Our Anti-Bribery measures are intended for our officers, employees and associated persons. The potential harm done by bribery to both business and individuals is long term and hugely outweighs any potential short-term gain.

IPAT Holdings Limited  
a subsidiary of  
Performance Assessment Network (PAN)  
11590 North Meridian Street  
Suite 200  
Carmel, IN 46032  
USA