

## **`CODE OF CONDUCT ON RECRUITMENT OF STAFF AMONGST AAERI MEMBERS**

This Code of Conduct expresses AAERI's commitment to doing business ethically, and in the best interest of the industry. It explains what it means to act with integrity and transparency in everything we do and in accordance with our unique culture and values.

As a member of AAERI family we undertake to follow this code to its intent and spirit.

- A) We understand the areas covered by this code and the norms that apply to our recruitment process**
- B) We, unconditionally and irrevocably undertake to avoid, recruitment of staff employed by other AAERI members to ensure comfort and transparency amongst AAERI Members**
- C) In a situation where it is necessary to recruit a staff employed by another member of AAERI, the prospective employer should:**
  - Ensure a min of 3 months interval to the prospective employee from the time of his/her exit from the previous employer before bringing the employee on his rolls.
  - If unable to provide such a gap of a min period of 3 months due to business compulsions, the current employer would provide a written NO OBJECTION (NOC) to the departing employee to join his/her new employer.
- D) In the event, of a staff being recruited, and an NOC is sought, the current employer will review and certify and ensure to provide such NOC expeditiously with conditions if any.**

Understand that the above code is essential for the member to continue to be a member of AAERI.

I accept, and agree to abide by the above understanding .