

Compliance policy for experts

It is essential that your conduct during the consultation is in alignment with techspert.io's core transparency values and our robust compliance framework.

By agreeing to participate in a consultation, you confirm that you will abide by the following compliance guidelines which detail your responsibilities, as well as our [terms and conditions](#).

1.1. To avoid potential conflicts of interest, you agree not to provide your consultancy services to any project relating to a company or other organisation for which you are a current employee. In addition, you must not provide your consultancy services to a direct competitor of the company or organisation that employs you.

1.2. At any stage of the scheduling process, during and after a consultation, you will not discuss or disclose any confidential information that is specific to a company of which you are an employee, consultant or representative.

Confidential information includes:

- The identity of the customer, the existence of the call, and any documentation or background information the customer has shared (unless you are obliged by law to do so).
- Non-public information concerning a company, industry, security, or any pending government action or legislation. Material non-public information (MNPI) can also be referred to as "insider information" and covers confidential information that is not generally available to the public, and there is a significant likelihood that a reasonable investor or competitor would deem this important in investment decision-making.

- Proprietary information, including trade secrets, copyrighted information, information about any actual or potential business which belongs to any past or present employers, or companies whom you have consulted with in the past. This includes all non-public knowledge or data concerning business strategies, operations, financial affairs, technical processes, marketing plans and other information regarding a current or previous employer's business.
- Any other information that you must keep confidential as a personal duty, or that you have obtained from an employer or individual who expects you to protect the confidentiality of such information.

2. By agreeing to participate in a consultation you confirm that you fully understand and are indeed knowledgeable about the proposed and agreed subject matter and that you will participate diligently and professionally for the duration of the consultation.

3. During a consultation you will be acting wholly in your capacity as an independent contractor, and you will not be rendered as an employee, worker, agent or partner of techspert.io and should not hold yourself as such.

4. At any stage of the scheduling process, during or after a consultation, you become aware of any professional, regulatory or ethical conflict or other reason why you should not continue, you are obliged to terminate the consultation early and notify techspert.io's compliance team immediately by emailing compliance@techspert.io.

Following early termination of a non-compliant call at your discretion, you will be paid the applicable fee for all of the time that you have spent during the consultation, as per the pre-agreed honorarium, plus an additional 15 minutes, up to the scheduled length of the call.

5. You will ensure that all confidential information disclosed by the customer during the scheduling process, as well as during and after consultation is kept strictly confidential except:

- Strictly as required to perform your obligations under these T&Cs
- With the prior written consent of techspert.io or the customer
- Unless obliged by law to do so.