

**This is to certify that**

## **OTM Karriereberatung GmbH**

Our organisation is member of  
the Association of Career Firms  
INTERNATIONAL  
and therefore obliged and  
committed to:

is a member in good standing and as such has  
agreed to uphold the high standards of  
professionalism and integrity required of all  
associated members in serving both client  
organisations and individuals.

● act with **integrity** and  
**professionalism**

● respond to **individuals needs**  
with **trust, respect, confidentiality**  
and **understanding**

● ensure that **personal**  
**outcomes** are **paramount** – making  
**no assumptions** and **listening to**  
**individual needs**

● create an environment that  
enhances **learning** and **personal**  
**development** for all

● promote a culture of  
**continuous improvement** and  
**customer satisfaction**

● deal **fairly, consistently** and  
with **clarity** in all our business  
relationships



*Pascal Laurent Favre*  
President ACF International