



Certificate of Membership

is hereby granted to

Øivind T B Gaarder

Pledge of Ethics

As a professional coach, I acknowledge and honor my ethical obligations to my coaching clients and colleagues and to the public at large. I pledge to comply with ICF Standards of Ethical Conduct, to treat people with dignity as free and equal human beings, and to model these standards with those whom I coach. If I breach this Pledge of Ethics or any ICF Standards of Ethical Conduct, I agree that the ICF in its sole discretion may hold me accountable for so doing. I further agree that ICF's holding me accountable for my breach may include loss of my ICF Membership or my ICF Certification.

A handwritten signature in blue ink, appearing to read "Catherine Tanneau", is written over a horizontal line.

Catherine Tanneau, MCC
2021 Global Board Chair,
ICF Professional Coaches

A handwritten signature in blue ink, appearing to read "Magdalena Nowicka", is written over a horizontal line.

Magdalena Nowicka Mook
CEO, International Coaching Federation

Member Number: 001054924I

Expiration Date: March 31, 2023