

Ashurst

Building our Future  
Ashurst Code of Conduct

Outpacing change



**Our Code of Conduct is underpinned by a full set of policies and procedures which cover the many elements of behaviour and standards we observe which cumulatively constitute the Ashurst approach. These building blocks ensure that Ashurst conducts all its business within an ethical and responsible framework of which we can be proud.**

“Ashurst is committed to adhering to the highest standards of ethical behaviour in the conduct of our business and other activities worldwide. Everyone at Ashurst, whatever their role, and those with whom we work, contribute to the success of our clients and our firm. This code sets out our values and the standards of behaviour we expect from everyone.”



**Karen Davies**  
Global Chair

## Information security

Ashurst is committed to keeping confidential information secure. Through our risk management processes we continually invest and improve all aspects of information security to seek to meet best practice and client requirements.

## Bribery and corruption and sanctions

We respect and comply with all the laws and regulations that apply in the countries where we do business and operate.

In particular our anti-money laundering and counter financing of terrorism policies apply across all our offices and are set to the highest standards. We have a policy of zero tolerance towards bribery and corruption, whether in the public or private sector.

## We will not facilitate criminal tax evasion.

Our state of the art compliance system ensures that we and our clients are aware of and comply with all relevant sanctions regimes. We are committed to adhering to the highest standards of ethical behaviour in the conduct of our business worldwide.



**We will work with respect and consideration for everyone.**

## Diversity and inclusion at Ashurst

The firm's aims, which include being the best advisor to our clients and to offer our people an exceptional place to work, depend on and are underpinned by having a diverse and inclusive organisation.

Recruiting, retaining and promoting the best people from the widest possible talent pools is an essential business imperative to ensure we offer an elite and innovative service to our clients.

We are proud of the diverse array of skills and abilities we already have within Ashurst. Our diversity and inclusion strategy focuses on gender, LGBTI, disability, multiculturalism, family matters and social mobility in particular while having regard to the broadest concept of diversity in general.

Clear targets and action plans are key to engaging, developing and retaining our best people and to ensure we hold ourselves accountable to developing an inclusive workplace at Ashurst.

We provide a safe and healthy working environment providing equal opportunities for everyone working at Ashurst and do not tolerate any form of discrimination or harassment.





## Corporate responsibility

Ashurst actively supports and promotes corporate social and environmental responsibility. We are committed to being a sustainable global law firm which delivers positive impacts for its employees, clients, profession, environment and the communities in which we are based and operate.

## Human rights

We conduct our business in accordance with international human rights principles, including those concerning slavery and child labour and the principles contained in the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

We will not tolerate slavery or human trafficking or abusive or unfair treatment in any part of our own business or in any of our supply chains.

## Working with our suppliers

Through our procurement processes we ensure that those with whom we do business abide by and agree to the values and standards of behaviour set out in this Code of Conduct. Transparency and the firm's values and ethics underpin all interactions with all our stakeholders.

## Speaking up

We appreciate that all organisations face the risk of things going wrong from time to time or of unknowingly becoming involved in illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring, to report them if they do arise and to address them when they do occur.

Everyone working at Ashurst is encouraged to report suspected wrongdoing as soon as possible. Their concerns will be taken seriously and investigated as appropriate and their confidentiality will be respected.

Our whistleblowing, grievance and anti-harassment or bullying policies provide guidance as to how to raise those concerns, and reassurance that anyone working at Ashurst is able to raise genuine concerns in good faith without fear of reprisals, even if the concerns turn out to be mistaken.

Anyone who violates the provisions and the spirit of this Code of Conduct will be held accountable.



**The three Ashurst values underpin our vision and strategy. We expect everyone at Ashurst to comply and behave in accordance with these values at all times.**

### **We're passionate about quality**

We:

- take pride in our work
- ensure the commerciality of our advice
- always raise the bar
- are hungry to learn

### **We deliver through collaboration**

We:

- bring the whole of the firm to our clients
- share our knowledge and networks
- work as one team internationally
- behave with respect, trust and inclusiveness

### **We think differently**

We:

- are radical-thinkers
- embrace change
- adapt and improve as we go seek out different perspectives
- value diversity

# Ashurst

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