

Audere
GROUP

Policy - Code of Conduct & Business Ethics



Knowledge
is Power

CODE OF CONDUCT & BUSINESS ETHICS POLICY

Introduction

Audere Group is committed to maintaining the highest standards of business ethics, integrity, and professionalism. This Code of Conduct outlines the principles that guide our employees, contractors, and business partners in their professional activities.

Scope

This Code applies to all employees, officers, directors, contractors, suppliers, and business partners of Audere Group. It governs our approach to ethical decision-making, business relationships, and regulatory compliance.

Core Ethical Principles

- **Integrity and Honesty:** All business dealings must be conducted with honesty, transparency, and fairness.
- **Compliance with Laws and Regulations:** Audere Group and its employees must comply with all applicable UK laws, regulations, and industry standards.
- **Conflicts of Interest:** Employees must avoid situations where personal interests could conflict with business responsibilities and disclose any potential conflicts.
- **Anti-Bribery and Corruption:** Bribery, corruption, and any form of unethical influence are strictly prohibited.
- **Confidentiality and Data Protection:** Sensitive business and personal data must be handled responsibly and in compliance with UK GDPR and the Data Protection Act 2018.
- **Fair Competition:** Audere Group is committed to free and fair competition, avoiding anti-competitive practices or agreements.
- **Corporate Social Responsibility:** We operate sustainably, respect human rights, and support ethical labour practices.

Workplace Conduct

- **Respect and Inclusion:** All individuals must be treated with dignity, respect, and fairness, fostering an inclusive workplace.
- **Harassment and Discrimination:** Audere Group maintains a zero-tolerance approach to harassment, discrimination, and bullying.
- **Health, Safety, and Wellbeing:** We prioritise a safe and healthy working environment, complying with relevant health and safety laws.

Business Conduct & Responsibilities

- **Financial Integrity:** Employees must ensure accuracy in financial reporting and compliance with accounting standards.

- **Use of Company Assets:** Company resources must be used responsibly, lawfully, and for legitimate business purposes.
- **Whistleblowing and Reporting Misconduct:** Employees and partners are encouraged to report unethical behaviour through confidential reporting channels without fear of retaliation.

Compliance & Enforcement

Failure to adhere to this Code may result in disciplinary action, including termination of employment or contracts. Audere Group will investigate reported breaches and take appropriate corrective action.

Review & Continuous Improvement

This Code of Conduct will be reviewed regularly to ensure it remains relevant and effective. Employees will receive periodic training to reinforce ethical standards.

For further information or to report ethical concerns, please contact the Audere Group Compliance Team or HR Department.

97 Jermyn Street,
London, SW1Y 6JE

+44 (0) 20 3965 0335
enquiries@auderegroup.com
auderegroup.com

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