

DWF business conduct and ethics

Our purpose is to deliver positive outcomes with our colleagues, clients and communities.

We continue to align our operations to support the UN Global Compact and its business principles covering, human rights, employment standards, environment and anticorruption.

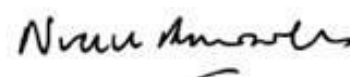
We are also committed to playing our part in delivering on the UN Sustainable Development Goals – 17 global goals designed to end poverty and protect our planet.

Together, we are responsible for a working environment where our values, policies and Code of Business Conduct are actively supported and together we must make sure everyone who works for us or with us understands the way we do business.

Together we will:

- Sustain a safe, healthy and productive place to work and do business
- build an agile, inclusive and sustainable workforce
- compete for business legally, fairly and ethically
- manage our carbon emissions aligned to a 1.5 C pathway
- mobilise our collective strength as a force for good in society
- avoid situations that create real or potential conflicts of interest

- maintain our zero tolerance approach to bribery or any form of unethical inducement or payment to gain any advantage for DWF
- support the principles of Human Rights set out in the Universal Declaration of Human Rights across our global operations
- not engage in any form of human trafficking or use forced, compulsory, illegal or child labour, or knowingly work with anyone who does
- work with suppliers who share our ethical standards
- contribute to the global effort to reduce, reuse and recycle wherever possible
- encourage everyone to Speak Up if they are unsure about what to do, or concerned that our values, policies or Code are being compromised
- continue to review our operating procedures and processes to ensure we do business in an ethical, sustainable and responsible way.



Sir Nigel Knowles

Group CEO

