



# Code of Ethics Statement

V1 - December 2024

LONDON | NEW YORK | NEW JERSEY | PARIS | FRANKFURT | MADRID | SINGAPORE | SYDNEY | MELBOURNE | BRISBANE | DUBAI

Our Code of Business Ethics represents our respect for the law and for individuals, as well as our responsibilities to our clients and stakeholders.

We adhere to international, national, and local laws and regulations in every country where we operate, making all necessary commitments to ensure compliance.

The key principles include:

- **Health, Safety, and Inclusion:** Prioritising employee well-being and fostering a diverse, inclusive culture that upholds equal opportunities and mutual respect.
- **Fair Competition and Anti-Corruption:** Ensuring full compliance with competition laws and actively preventing money laundering, bribery, corruption, and conflicts of interest.
- **Transparency and Integrity:** Maintaining accurate, timely, and transparent financial and business practices to build trust and accountability.
- **Social Responsibility:** Encouraging socially acceptable behaviour in the workplace and on digital platforms to protect professional and organisational reputation.
- **Protecting Intellectual Property and Confidentiality:** Safeguarding intellectual property rights and ensuring the confidentiality of information related to clients, partners, and stakeholders.
- **Data Protection and Security:** Implementing strong data protection measures to mitigate financial and reputational risks.

By embedding these principles, GLAS can enhance its ethical practices, ensuring sustainable, legally compliant, and value-driven operations that strengthen relationships with clients, partners, and team members.