



Agilité Solutions

Code of Ethics

Policy

We breathe new life into spaces
for world-leading brands.



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Introduction

Agilité Solutions is the international commercial interiors specialist with the proactive mindset. We breathe new life into spaces for world-leading brands.

/Our principles

The values that underpin our culture.

1. Be proactive

Work with purpose to make things happen. We take projects head on and are tenacious in our delivery, moving fast when we can and learning quickly to maintain the highest quality in delivery.

2. Be genuine

Do what you say you will do. Our business sees no borders or barriers; we are truly international. We believe in people and the power of an open and honest culture.

3. Be solutions-focused

Focus on the opportunities. We don't always need to follow conventional methods. We encourage new ideas and ways of working, driven with an infectious energy.

4. Be sustainable

Make an impact on customers, not on the environment.

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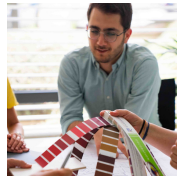
We exist to optimise our customer experience

And minimise our environmental impact

The resourceful problem solver.

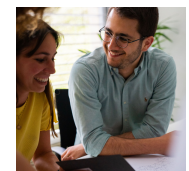
Our personality and tone of voice.

**Problem solvers. Resourceful.
Helpers. Solutions-focused.**



**Purposeful. Specialists.
Forward-thinking. Doers.**

**Genuine. Warm.
Human. Easy to work with.**





1. Purpose

The Agilité Code of Ethics serves the purpose of detailing the values of the business, guides professionals on how they are supposed to approach conflicts, and how they should relate with the customers.

In addition, the Code serves as an ethical guide to our employee's behaviors and decision-making process and establishes guidelines of conduct. Its principles and standards serve as the basis for eventual inquiries and ethical debates and/or dilemmas and reflections concerning our community members' professional practice.

The Code of Ethics provides a framework for developing an ethical and values-based professional practice and should be the first guide to deal with arising situations.

The Code of Ethics is designed to inspire and guide the ethical conduct of all professionals in our sector and as a basis for remediation when violations occur. It includes principles formulated as statements of responsibility, based on the understanding that the public good is always the primary consideration.

1. Purpose (continued)

Our employees are expected to engage in a carefully considered ethical decision-making process and evaluate the context of each situation. They are also expected to work in collaboration with people, organisations and communities and make decisions that strengthen and empower them.

Agilité Solutions holds the responsibility to introduce the Code of Ethics to new Agilité Solutions employees and to communicate it openly. Agilité Solutions employees have a responsibility to read, understand, and follow the Agilité Solutions Code of Ethics and adhere to applicable laws and regulations. A breach of the standards and principles provided herein does not necessarily constitute legal liability or violation of the law; such action is established in legal and judicial proceedings.

2. Focus on social and environmental impact

We regard our social, cultural, economic and environmental impact as a primary measure of success for our business and prioritise it at the same level as the economic viability of the company.

Agilité Solutions monitors and evaluates its on-going social and environmental performance and solicits specific feedback from its internal and external stakeholders. We prioritise our effort to understand our own impact and use our learnings to improve our work.



3. Impact reporting

At Agilité Solutions, we are honest about our impact: the positive, the lack of it and the impact that we did not intend to generate. To do so, we seek to increase accountability and transparency at all levels of the company. We publicly share information on our social and environmental performance by publishing our internal newsletter and on our website.

4. Healthy and fair competition

We aim to develop both an ethical climate and fair deal with clients, employees, visiting professionals, interns, trainees, competitors, suppliers, public institutions, media and the general public, while fostering a robust business environment.

Agilité's employees respect the work and dignity of other professionals and will not submit service proposals to potential clients that may be seeking to secure pre-approved services through unethical public tendering. Our members proactively communicate the company's ethical standards on fair competition to its stakeholders.



5. Recruitment

We follow ethical recruiting practices designed to respect diversity and equal opportunity, without any type of discrimination.

We apply fees and payment schemes to service providers, clients and community members that are respectful of their local legislation, contexts, needs and conditions of dignity.

6. Fiscal responsibility

Agilité Solutions community members and employees commit to promoting an economy where finance and banking contribute to the common good. Agilité Solutions does not engage in the practice of reducing or minimising taxes through illegitimate finance practices. (e.g. invoices related to false expenses) or the use of corporate shells.

7. Corruption

Agilité Solutions commits to the fight against corruption and proactively communicates the company's ethical standards.

Agilité Solutions does not offer, promise to offer or collaborate in payment schemes to providers, clients or any other third party that uses its authority and status in unethical ways to promote the company's interests.



8. Conflicts of interest

Agilité Solutions community members and employees are loyal to Agilité Solution's mission and respectful of the agreements and relationship of trust that the company has built with other organisations.

Agilité Solutions community members and employees will not engage in any activity that might create a conflict between interests of the company and their own individual interests.

9. Receiving gifts

We will not engage in the act of bribery of our customers. We will strictly adhere to our internal rules when offering or receiving advantages such as business entertainment, gifts or donations.

In particular, we will not offer, promise or give financial or other advantage to our customers that would result in improper performance. Any discounts, rebates, commissions or any performance related incentives shall be transparent, law abiding and ethically acceptable business practice.



10. Information sharing and confidentiality

Agilité Solutions strongly supports knowledge and expertise sharing among its community members and employees in order to learn and promote best practices.

However, when necessary, we understand the need to protect privileged, confidential, and internal information gained from a client or organisation. In these cases, we make every effort to ensure that the confidentiality of other members and clients is maintained by all the community, service providers and corporate partners.

11. Advertising and soliciting clients

When advertising or representing the company's services to the public, Agilité Solutions community members and employees identify the company's credentials in an accurate way that is not false, misleading, deceptive, or fraudulent.

12. Non-discrimination and exploitation

We do not engage in discrimination against prospective or current clients, students, employees, visiting professionals, interns, or trainees based on age, culture, disability, ethnicity, race, religion/spirituality, sex, gender identity, sexual orientation, marital/partnership status, language preference, socioeconomic status, immigration status, any other specific diversity characteristics or any basis proscribed by law.



13. Professional competence

Our community members and employees continuously acquire specialised knowledge and experience and use it responsibly. They monitor their performance and strive for personal and professional development to improve their effectiveness and ability to generate social value.

They recognise the need for continued professional development, research, and education to acquire and maintain the required level of technical and professional information in their fields of activity. They also remain informed regarding best practices and work methodologies and do not misrepresent or oversell their capabilities.

14. Independence

Agilité Solutions is committed to promoting political freedom and autonomy as well as respect and appreciation for the religions, beliefs and customs of its diverse community members and the people with whom they interact.

Agilité Solutions respects its community members and employees' beliefs and preferences, while not adhering to any religious confession and being independent from all political parties.

Agilité Solutions community members and employees apply objective and specialised knowledge and experience to meet the client's expectations and seek to minimise influence any personal beliefs have on their work.



15. Standards and the Law

In order to ensure the application of this Code, our community members and employees must know, understand and become familiar with it, as well as with other applicable ethical standards from certifications and organisations of which they and Agilité Solutions are members. Lack of knowledge or misunderstanding of an ethical commitment is not an acceptable argument to defend a behaviour that is not in line with these ethical principles and standards.

Our employees must know, understand and become familiar with it make their commitment to the Agilité Solutions Code of Ethics. In case of conflict with national and international law that set less strict standards than the ones set by Agilite Solutions shall prevail.





16. The Agilité community members and employees' Code of Ethics Pledge

By signing this Code of Ethics, I hereby certify that:

I am aware of and have read the Agilité Solutions Code of Ethics.

I understand the conduct guidelines, obligations and prohibitions set forth therein.

I commit to conduct myself in accordance with Agilité Solutions values and comply with the Agilité Solutions Code of Ethics provisions thereof.

I am aware that Agilité Solutions has a procedure in place for reporting non-compliance and that it is my obligation to report through this procedure any instances of non-compliance that come to my attention.

Signature



AGILITÉ

Agilité Code of Ethics
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