



AGILITÉ
A PARELLA COMPANY

Code of ethics policy.

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

Version history.

Version	Date	Name	Details Approval
1.0	18/05/2022	Management	Creation of policy.
1.1	22/02/2023	Management and Samantha Beckford	Management reviewed policy. SB updated policy design template.
2.0	12/02/2024	Management team	Review of policy with minor updates to copy.
3.0	21/07/2025	Ruth Harrison-Davies	Review and update of content. Adoption of template's redesign.
4.0	07/2026	Naomi Felix	Annual review. No updates.

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Redefining spaces.
Redefining places.
Redefining brands.
Redefining mindsets.
Redefining cultures.
Redefining the way we work.
Redefining our industry.



Our purpose.

**OPTIMISE CUSTOMER
EXPERIENCE***

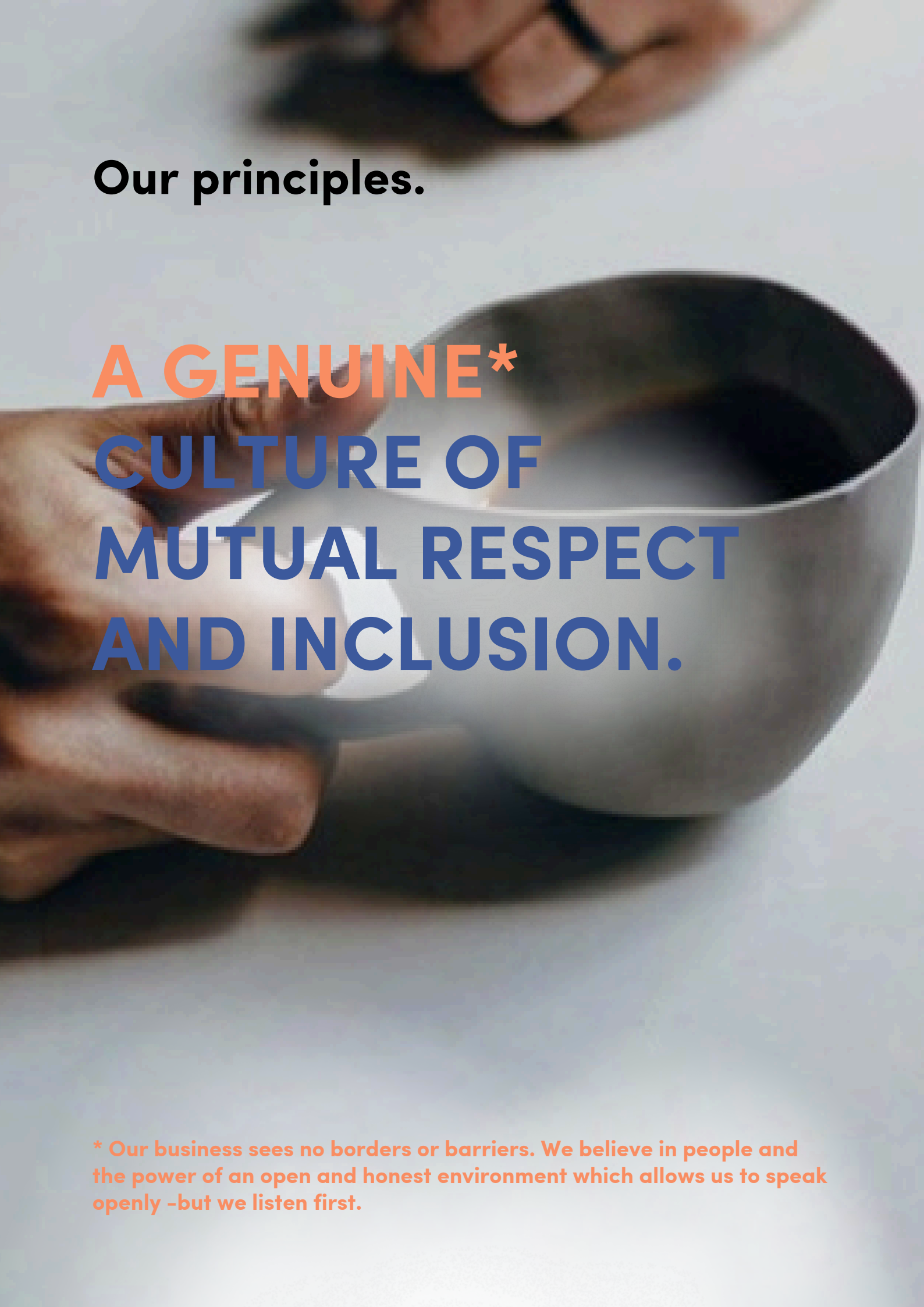
**MINIMISE NEGATIVE
IMPACT.**

***Working with purpose to make things happen.**



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A close-up photograph of a hand holding a small white ceramic cup. In the background, a larger, grey ceramic cup is visible. The background is softly blurred, showing more of the hand and the cups. The overall tone is warm and professional.

Our principles.

A GENUINE*
CULTURE OF
MUTUAL RESPECT
AND INCLUSION.

*** Our business sees no borders or barriers. We believe in people and the power of an open and honest environment which allows us to speak openly -but we listen first.**

A sunset over a body of water with a small island in the distance. The sun is low on the horizon, creating a warm, orange glow. The water is calm, reflecting the light from the sky. A small, dark island is visible on the right side of the horizon.

Our principles.

**A PROACTIVE*
MINDSET LEADS
TO GROWTH AND
IMPACT.**

* We tackle projects head on and are tenacious in our delivery –moving fast when we can to maintain the highest quality. Experience allows us to anticipate challenges and set expectations, while being agile enough to adapt to the shifting demands of each project.

A photograph of a child standing on a wide set of stone steps in front of a stone wall. The child is wearing a cap and overalls, looking down at the steps. The scene is brightly lit, with strong shadows cast across the wall and steps.

Our principles.

**A SOLUTIONS -
FOCUSED*
APPROACH
ENCHANCES VALUE.**

*** Standing still is not an option. We encourage new ideas and ways of working, driven by a positive energy; to create a seamless experience for our customers.**

Our principles.

**CREATING
SUSTAINABLE*
SOLUTIONS FOR A
BETTER FUTURE.**

A small green plant with white flowers is growing out of a crack in a grey, textured stone surface. The plant has several green leaves and a few white, bell-shaped flowers. The background is a blurred, light-colored surface.

* Our industry has a big impact on the world around it, so our business is committed to reducing its global footprint and increasing its social value. We are dedicated to setting an example in our industry and regularly review our impact to ensure being responsible is not simply a box ticking exercise; but forms part of our DNA.



Introduction.

Agilité is committed to conducting business with integrity, transparency, and respect for all stakeholders. This Code of Ethics sets out the principles and standards of behaviour expected from everyone working for or on behalf of Agilité, regardless of location, role, or seniority.

Our reputation depends on the actions of each of us, every day. We expect all employees, directors, subcontractors, consultants, and partners to follow this Code and uphold the highest ethical standards in every business interaction.

The Code guides decision-making in situations where the right course of action may not be obvious. It also supports compliance with all applicable laws and regulations, as well as our commitments as a certified B Corp.

Purpose.

The Agilité Code of Ethics explains our values, how to approach conflicts, and how to act when working with colleagues, clients, and communities. It provides a clear framework for professional behaviour, decision-making, and problem-solving – helping us to navigate ethical dilemmas with the public good as our priority.

All employees are responsible for reading, understanding, and following this Code, as well as complying with applicable laws and regulations. Colleagues are expected to evaluate the context of each situation and use this code to engage in considered and ethical decision-making processes. A breach of the Code may not always mean a legal violation – but it will be treated as a serious matter.

Social and environmental impact.

We measure success not just by financial results, but by our social, cultural, economic, and environmental impact. We regularly evaluate our performance, seek feedback from stakeholders, and use these insights to support continuous improvement.

Impact reporting.

We are transparent about our impact – the positive, the areas for improvement, and any unintended effects. We share updates on our performance annually via a published 'Impact Report' as well as internally through Town Halls and newsletters to increase accountability.



Healthy and fair competition.

We compete fairly, respecting the work of others and never engaging in unethical tendering practices – including those that may be seeking to secure pre-approved services through unethical public tendering. We communicate this commitment to all stakeholders while fostering a robust business environment.

Recruitment.

We follow ethical recruiting practices that respect diversity, equity, inclusion and belonging without discrimination. Fees and payment schemes for service providers, clients and community members are set fairly and in line with local laws, regulations, and dignity.

Fiscal responsibility.

As a B Corp, we're counted among businesses that are leading a global movement for an inclusive, equitable, and regenerative economy. We do not engage in tax evasion, false invoicing, the use of corporate shells, or other illegitimate finance practices.

Corruption.

Agilité is committed to the fight against corruption and proactively communicates our ethical standards. We do not offer, promise, or give improper payments, payment schemes, or benefits to providers, clients or any other third party in order to secure an advantage.

Conflicts of interest.

Agilité community members and employees remain respectful of the agreements and relationships the company has built within the industry. Members and colleagues should not engage in any activity that might create a conflict of interest – and therefore must be transparent around any recommendations for service, goods or other provisions derived from bias or personal preference.

Receiving gifts.

We follow internal rules when offering or receiving business entertainment, gifts or donations and do not offer, promise, or give financial or other advantage to our customers that would result in improper performance. Any discounts, rebates, or incentives must be transparent, lawful, and ethically acceptable. (More details can be found in our anti bribery and corruption policy).

Information sharing and confidentiality.

AAgilité encourage knowledge sharing to promote continuous improvement and best practice. That said, we understand the need to honour our NDAs as well as protecting confidential and privileged information – both internally and externally – while upholding GDPR regulations.

Advertising and soliciting clients.

When promoting Agilité's services, we do so accurately and honestly – never in a false, misleading, or deceptive way.

Non-discrimination and exploitation.

We do not discriminate or exploit anyone based on age, culture, disability, ethnicity, race, religion, sex, gender identity, sexual orientation, marital status, language, socioeconomic status, immigration status, or any other protected characteristic.

Professional competence.

We maintain and improve our skills, follow best practices, and do not misrepresent our capabilities. We commit to continuous learning and personal and professional growth in order to improve our effectiveness and ability to generate social value. We understand the need for continued professional development, research, and education to acquire and maintain the required level of technical and professional information in the work we do – remaining abreast of industry best-practice, regulations, and work methodologies.

Independence.

As an organisation, we are politically and religiously neutral, and respect the religions, beliefs, and customs of our diverse stakeholder pool. We do not allow our personal beliefs and standpoints to interfere with our work or client relationships.

Standards and the law.

All employees must know and follow this Code, as well as any relevant professional, ethical and certification standards from organisations of which they and/or Agilité they 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 this Code of Ethics. In case of conflict with national and international law, if standards are less strict than our Code, our higher standard will apply.



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

By reviewing this Code of Ethics and completing the mandatory training module within the Learning Management System (LMS) you confirm that you:

- / Have read and understood the Code.
- / Understand the conduct guidelines, obligations and prohibitions.
- / Will act in line with Agilité's values and commitments.
- / Will report any breaches through the proper channels.



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Next review - July 2027.