

## OUR CODE OF CONDUCT

### **Integrity**

At ScalaxIP, we embody integrity and professionalism in all our interactions with clients, colleagues, and stakeholders. We consistently meet and surpass, our legal and regulatory requirements. Through proper governance and rigorous financial and risk management principles, we manage our business. Our advice to clients is always independent, ensuring that our integrity remains uncompromised.

### **Excellence**

Whether as consultants, employers, or global citizens, we pursue excellence in every aspect. Our commitment to excellence is fundamental to our business and values, influencing every action and decision.

### **Loyalty**

We act with loyalty and care towards those who entrust us with their work and our colleagues who dedicate their careers to us. We prioritize the interests of our people, our enterprise, and our clients, safeguarding confidentiality and addressing any conflicts of interest appropriately.

### **Inclusivity**

ScalaxIP celebrates and embraces diversity in gender, sexuality, nationality, religion, culture, and thought. We foster this diversity by creating a welcoming environment and encourage opportunities for everyone, ensuring that both clients and colleagues can prosper.

### **Responsibility**

As responsible employers, we set clear expectations for positive and respectful behaviour in all interactions with clients, colleagues and stakeholders. We address any shortcomings fairly and transparently. We engage responsibly with our local communities and the environment, striving to minimize our impact and promote sustainability in all our activities, and we expect the same commitment from our partners.