

# Pagabo Ethics Policy

**PAGABO**

# Ethics Policy

Ethical practice is far more than a policy to us; it is our way of recognising and acting upon our capability and capacity to create positive impact as we responsibly achieve business and commercial success.

## 1. Ethical values

Pagabo provides a wealth of guidance for our workforce to tackle challenges and decisions linked to ethics, such as 'equality, diversity and inclusion', 'anti-bribery and corruption', 'ethical procurement' and 'sustainable practice'. Our ethical values run through all of these corporate policies, shaping our day to day activities and decision-making.

## 2. What are our ethical values?

- To strive for inclusive ethical excellence
- To allow the needs of clients and communities to drive our ethical excellence
- To continuously improve and work collaboratively on our ethical agenda
- To account for and prove our ethical approach

## 3. Inclusive excellence

Excellence is a key driver for the organisation; excellence in our work, client, supplier and community relationships, and our ability to embed ethical considerations as a natural part of how we do business. Central to our ethics is creating a footprint of positive impact that is accessible by all and driven by 'doing the right thing' as opposed to our bottom line.

## 4. Responsibility and accountability

The thrust of ethical practice within Pagabo is to ensure that ethical excellence goes beyond policy and becomes business as usual. We use our evolving Ethical Policy to bring our aspirations to life and guide staff into an intuitive ethical decision making process.

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