

Ethics statement

1. At **byrne-dean**, we are committed to living our **Purpose**, to help clients create kinder, fairer, more productive workplaces and to our **Values**.
2. We believe we hold a privileged position in terms of our exposure to organisations worldwide and across a range of different industries.
3. We **understand** because of our work, we have access to boards, leaders, managers and staff generally within these industries and organisations.
4. We **recognise** that we must hold ourselves to a high standard of professionalism and integrity in everything we do – because it is the right thing to do.
5. In the work we do with clients and within byrne-dean we will promote, encourage and foster an environment which is based upon mutual trust and respect and strive to ensure that everyone is valued for who they are and what they bring to their organisation. We do this through our **Values** and our supporting policies.

Making a difference	Doing what is right	Work in its proper place	Connecting with people
We care about creating better workplaces, helping our clients engage their people – protecting them from risk. We encourage and equip people to be accountable for the environment they create around them at work. We challenge the status quo and strive for impact and effectiveness in everything we do.	We work with the highest standards of probity. We offer innovative solutions that best answer our clients' problems rather than easy answers. We're uncomfortable rolling out standard products and helping people tick boxes. If the solution does not need to involve us, we will tell you.	We love what we do and when we are working, work is the most important thing in our lives. We provide exceptional service and enable our team to meet our clients' high expectations by allowing them to balance the competing priorities in their lives. Commitment and contribution during working time are what matters.	We connect as a team and our team connects with the people we work with. We listen to what people are actually saying and value their contribution. These constructive connections inspire and enable people to change their workplaces. We challenge people to make the best use of their whole selves at work.
Diversity & inclusion policy Quality standards policy	Ethics statement Anti-bribery & corruption policy Expenses policy Modern anti slavery policy Grievance policy	Family policies – maternity, paternity, parental & adoption Holiday policy	Diversity & inclusion policy

Victoria Lewis, CEO

Approved and certified on behalf of the Board

25 February 2021