

Ethical Standards

Our corporate commitment to honest and proper business practices

Warwick Estates expects that all of its business is conducted in compliance with the highest ethical standards of business practice. We apply these standards to all dealings with employees, customers, and suppliers.

The Company Ethical Policy, which has been approved by the Board, has been developed to ensure that our business is conducted in adherence with high ethical and legal principles and sets standards of professionalism and integrity for all employees and operations.

Our employees strive to live and abide by basic ethical principles in the day-to-day conduct of our business. This allows us to foster an environment of mutual trust and respect, and continue to build on our reputation of integrity and professionalism.

Warwick Estates believes that trust fosters long-term relationships, which are built through honesty, openness and transparency. All aspects of our business must be based on the highest ethical standards.

Summary of our Ethical Principles

- 1 All employees have the right to expect and the responsibility to ensure that Warwick Estates' business is conducted with high ethical standards and legal principles.
- 2 Our policy is to operate within applicable law.
- 3 Discrimination or harassment of any kind will not be tolerated.
- 4 No bribes shall be given or received.
- 5 Conflicts of interest must be avoided.
- 6 We aim to be a responsible partner within our local communities.
- 7 Employees are encouraged and supported to report, in confidence, any suspected wrongdoing.

Our Ethics Policy is underpinned by the RICS Ethical Standards. These standards are how we commit to operate in every part of our business. They set out how our employees can expect us to operate as an employer, and how we deliver our service to our clients and customers.

Our Ethical Standards and associated Ethics Policy do not intend to address every instance in which we are called upon to observe and practice sound business ethics.

Instances where the law, or our Policy, does not explicitly address an ethical matter requires us to use good judgment, adhere to the spirit of the law, defer to the RICS Ethical Standards and follow the principles of honesty, integrity, and common sense at all times.

Training

All employees of Warwick Estates are required to complete the Ethics Training available on the Warwick Academy within 1 month of joining the company and annually thereafter. This training is provided by RICS and explains the RICS Ethical Standards in line with our business operations.

RICS Ethical Standards



Act with Integrity

Be honest and straightforward in all that you do.



Always Provide a High Standard of Service

Always ensure your client, and customers, receive the best possible advice, support, or performance of the terms of engagement you have agreed to.



Act in a Way that Promotes Trust in the Profession

Act in a manner, both in your professional life and private life, to promote you, and Warwick Estates in a professional and positive way.



Treat Others with Respect

Treat everyone with courtesy, politeness, and respect, and consider cultural sensitivities and business practices.



Take Responsibility

Be accountable for all your actions – don't blame others if things go wrong, and if you suspect something isn't right, be prepared to take action.