



EthikosKompass



Ethikoslawyers
Making business ethical



WHAT IS THE ETHIKOS KOMPASS?

The Ethikos Kompass is an internal compass crafted as a reflection of the firm's ethos and culture as it had organically developed since its start.

WHO IS THE ETHIKOS KOMPASS DESIGNED FOR?

The Ethikos Kompass is designed for Ethikos lawyers and members.

WHEN SHOULD THE ETHIKOS KOMPASS BE USED?

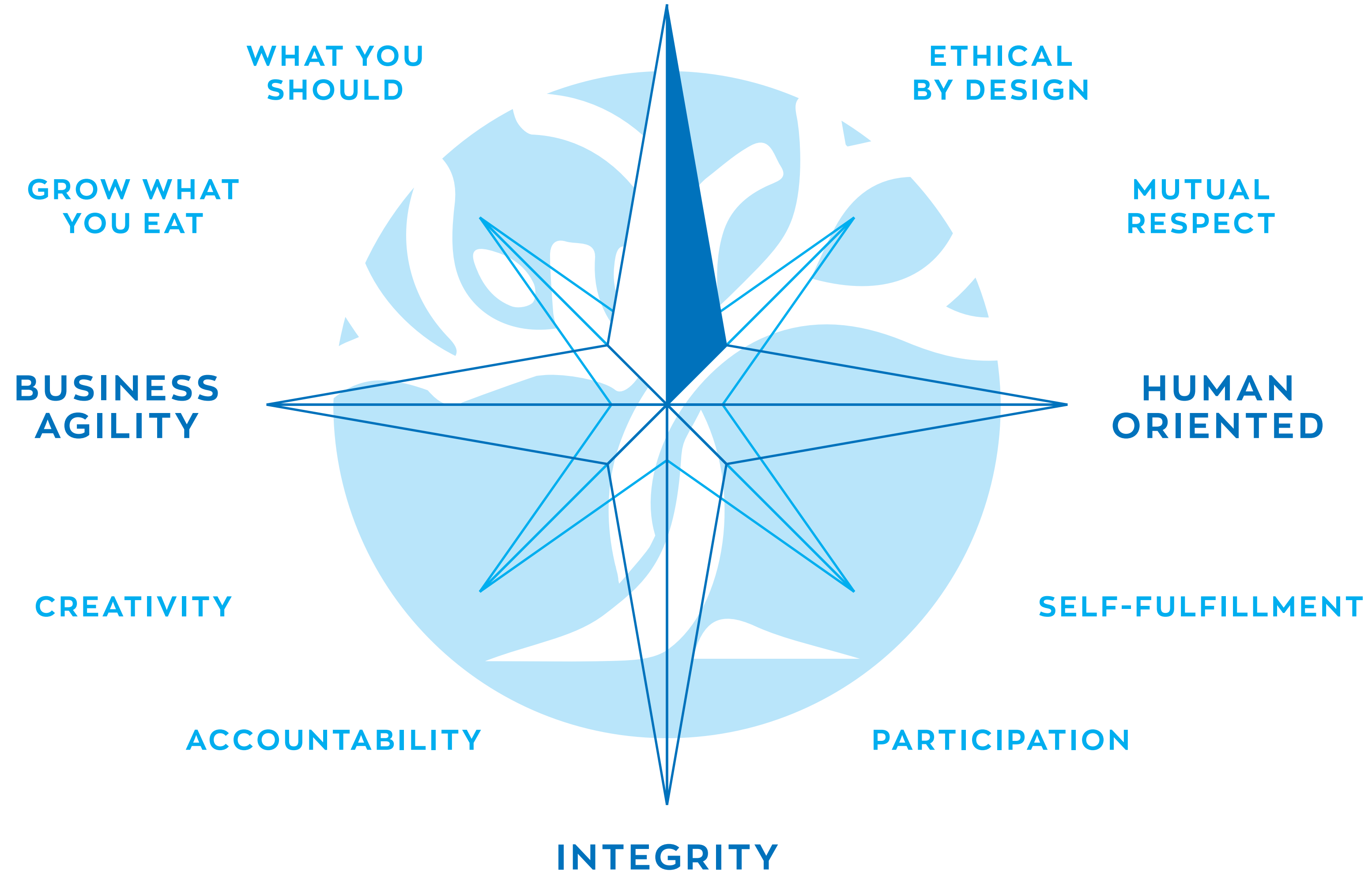
The Ethikos Kompass should be used every time an Ethikos lawyer or staff member travels into uncharted territory.

The Ethikos Kompass is made to assist you in adopting the «right» behavior at any time. The «right» behavior should always be guided by our core values and principles.





ETHICS





ETHICS

Numerous companies face an increasing regulatory burden that may have serious consequences in case of non-compliance.

Regulations are no longer strictly related to growth or economical perspectives but also to ethics. Indeed, lawmakers in various fields such as anti-money laundering, data protection, health care and consumer protection deploy the same ethical ambitions.

We strive to ensure that our clients conduct their activities in a compliant manner by analyzing compliance programs, business processes and strategies.

We add value through recommendations either in designing new programs, or ensuring that enhancements are comprehensive.

Within the firm, too, we attach great importance to ethics, ranging from the selection of people to the way in which we assist our clients.

INTEGRITY

We value a culture of transparency and openness in which everyone has an opportunity to contribute.

Integrity and reliability are guiding principles in our relationships together with a strong commitment to fairness and truth.

Holding ourselves responsible for results is a reflection of our personal commitment.

We set challenging goals and we do not shy away from accountability.



BUSINESS AGILITY

We look at law from a business perspective and build strong knowledge of our client's businesses by understanding their issues and priorities.

The world is ever changing and the needs of our clients and our business never stay the same.

We constantly seek innovation by coming up with new ideas and new methods.

We embrace change and are inspired by both the challenges and the possibilities it creates.

The better and faster we are at adapting to change, the stronger and more successful we become as a firm.

We display a great deal of creativity and pragmatism in our problem solving.

The best solution is not always the most obvious one and in order to outmaneuver challenge, it is often necessary to think outside the box.

HUMAN ORIENTED

We build strong relationships based on mutual respect and capitalize on the creativity and energy that teamwork creates.

Working together creates a more enriching work environment and generates better results.

We build people up by empowerment and appreciation and by celebrating both individual and team successes.

We are very serious about our client's needs but we never take ourselves too seriously.

Having fun at work helps us keep perspective.



ETHICS



ETHICAL BY DESIGN

Ethics should always be taken into account.

Whether it has to do with the way we handle our relationships with our clients, the selection of our people or the choices that we make as a firm or as individuals, ethics always play a critical part in our decision-making process.

MUTUAL RESPECT

We build strong relationships based on mutual respect and capitalize on the creativity and energy that teamwork creates.

Working together creates a more enriching work environment and generates better results.



HUMAN
ORIENTED



**HUMAN
ORIENTED**



INTEGRITY

SELF-FULFILLMENT

We build people up by empowerment and appreciation and by celebrating both individual and team successes.

We support our co-workers in their initiatives and take great pride in the achievement of their life goals.

PARTICIPATION

We believe that transformative change, whether in the individual or in the firm, can occur only through the medium of deeply personal participation.

We value a culture of transparency and openness in which everyone has an opportunity to contribute.





**BUSINESS
AGILITY**



CREATIVITY

We display a great deal of creativity and pragmatism in our problem solving.

The best solution is not always the most obvious one.

In order to outmaneuver challenges, it is often necessary to think outside the box.

ACCOUNTABILITY

Holding ourselves responsible for results is a reflection of our personal commitment to our core values.

We set challenging goals and we do not shy away from accountability.



INTEGRITY



ETHICS

WHAT YOU SHOULD

To achieve durability and growth simultaneously, we rely strongly on our core values.

If laws and policies are designed to explain to you what you may or may not do, values will always tell you what you should do.

GROW WHAT YOU EAT

Our clients are equally important as us.

We understand that our success mainly depends on their success.

For this reason, we have put in place a compensation culture that takes into account both the interests of our clients and the development of each one of us.



BUSINESS
AGILITY





Have fun!

Remember to smile 😊

**Life goes on too quickly
for not enjoying what you do
and have a little fun
from time to time...**