

Wilmington plc

Wilmington Way of Working

Introduction

At Wilmington, our mission goes beyond our day-to-day tasks, it's more than business. We are united by a shared ambition and purpose: to have a positive impact on people's lives and society, guided by our shared values of **inclusivity, ambition, curiosity, and integrity**. This Code of Conduct exists to ensure that we work together in a respectful, ethical, and inspiring environment that reflects those values in action.

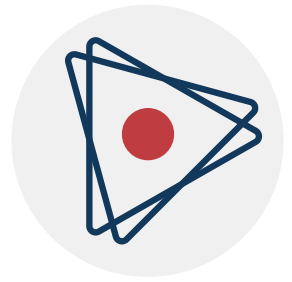
This code applies to all employees, contractors, and representatives of Wilmington plc including all group companies regardless of role, location, or seniority.



Inclusivity

We strive to create an environment where everyone feels respected, valued, and empowered to contribute.

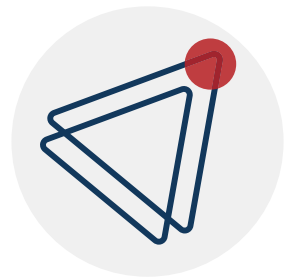
- Treat all individuals with respect and dignity, regardless of race, gender, age, sexual orientation, religion, ability, or background
- Actively listen and seek to understand different perspectives
- Support inclusive decision-making and collaboration
- Avoid discriminatory language, behaviour, or practices both in person and online
- Speak up if you witness bias, exclusion, or harassment.



Ambition

We believe in dreaming big, setting bold goals, and striving for excellence in everything we do.

- Take initiative, pursue growth, and bring your best to every challenge
- Support your colleagues in achieving their goals and raise the bar together
- Be open to feedback and use it as fuel for continuous improvement
- Stay resilient in the face of setbacks; learn, adapt, and move forward.



Curiosity

Curiosity is at the heart of innovation. We ask questions, challenge assumptions, and constantly explore new ideas.

- Ask “why” and “what if” often; never stop learning
- Approach problems with a growth mindset and a hunger to understand
- Share knowledge freely and encourage open dialogue
- Stay informed about trends and best practices in your field and beyond
- Encourage experimentation and see failure as part of discovery.



Integrity

We do the right thing, even when it's hard or when no one's watching.

- Be honest, ethical, and transparent in all your actions and decisions.
- Take responsibility for your work and own your mistakes.
- Protect company information and respect confidentiality.
- Avoid conflicts of interest and disclose them when they arise.
- Uphold our reputation by acting as a responsible ambassador.



Professional Conduct

- Communicate professionally and respectfully in all formats (email, meetings, chat, social media etc...)
- Arrive prepared, meet deadlines, and be accountable to your team
- Follow all relevant laws, regulations, and internal policies
- Report unethical behaviour or violations of this code to your manager or the People Team without fear of retaliation.

Accountability

Living up to this Code of Conduct is a shared responsibility. If you're unsure whether something aligns with our values or expectations, pause and ask. Managers and leadership are here to help guide ethical and respectful decision-making.

Conclusion

This Code of Conduct is more than just a list of rules; it's a reflection of who we are and how we choose to show up every day. By embodying **inclusivity, ambition, curiosity, and integrity**, we build a workplace we're proud of and a company the world can trust.

Let's lead with values. Let's lead by example.

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