This Code of Ethics is based on our firm’s vision and values and sets out principles of ethical conduct to which the firm is committed and which it considers as essential for its existence as an organization in the domains of law and business and in constituting an influential factor in the fabric of society. Our firm provides fair and professional services to its clients based on personal and professional integrity and whilst investing efforts in promoting promote values the firm perceives as important to it as an organization.

Our firm is committed to compliance with the provisions of law and professional rules of conduct applicable to the firm, its partners, associates and other employees. This document adds to those obligations and outlines how these principles are translated into actions and decisions that ensure ethical conduct and a positive effect on the firm and its environment. The firm expects all its partners, associates and other employees to carefully read the Code of Ethics and become familiar with it and considers it a compass intended to direct their proper, becoming and ethical conduct.

**Human Dignity and Human Rights**

The firm recognizes its moral and legal duty towards its employees, clients, and society at large, in all aspects of its activity, to promote fundamental human rights based on the recognition of the inherent sanctity of human life and human liberties.

In the spirit of the [OECD Guidelines for Multinational Enterprises](https://www.oecd.org/en/topics/responsible-business-conduct.html) and the UN’s Guiding Principles on Business and Human Rights, the firm takes active measures in implementing its responsibility to respect human rights in its legal services, engagement of employees and community involvement. As further detailed below, the firm is committed to act against discrimination, promote diversity and inclusion and represent clients in preservation of these principles. The firm also supports and promotes protection of human rights via its pro-bono practice.

The firm is committed to continuously improving its policies to ensure they reflect best practices in the protection of human rights and align with the firm’s values and objectives. Striving for justice and protection of human rights is a fundamental professional legal duty.

**Employees**

The firm’s employees are its most important asset and constitute the primary driver of its success and growth. The firm invests in its employees’ welfare, safety, empowerment, and quality of life, and carefully ensures fair terms of employment, a pleasant and adequate work environment, and a variety of leisure activities for employees.

**Equal Opportunities**

The firm treats all employees and job seekers fairly and equally and does not discriminate on the basis of sex, gender, sexual orientation, personal status, pregnancy, fertility treatments, IVF treatments, parenthood, age, race, religion, nationality, country of origin, place of residence, ideology, political affiliation, military service or calls for reserve duty.

The firm is committed to inclusiveness and takes action to hire employees with disabilities and provide solutions for employees’ special needs to ensure that all employees participate actively and equally and apply their full abilities in all areas of the firm’s practice.

**Diversity and Inclusion**

The firm believes that a culture of diversity and inclusion in the workplace empowers all employees, improves the quality of the professional services provided to clients, and helps attain superior legal, business, and social outcomes. The firm promotes diversity and inclusion in the workplace, including, by recruiting employees that represent diverse populations, in accordance with the firm’s diversity and inclusion policy.

**Safe and Pleasant Work Environment**

The firm promotes a tolerant, safe, and pleasant work environment to ensure that all employees can realize their full potential. The firm denounces all forms of discrimination, harassment, sexual harassment, offensive and insulting behavior, abuse, violence, and inappropriate conduct, and acts to eliminate it.

**Clients**

The firm renders services to its clients while demonstrating professionalism, care, and personal responsibility, with clients’ interest always in mind. The firm is proactive in addressing challenges, providing service to clients and promoting collaborative relationships that generate added value for the clients.

When providing services to clients, the firm strictly observes the rule of law, professional ethics, fair and responsible conduct. The firm encourages its employees to inform their superiors or the firm’s management (personally or anonymously) whenever they are concerned about actions that may be inconsistent with these principles.

**Suppliers**

The firm selects its suppliers on the basis of relevant considerations, conducts fair negotiations, and honors its commitments, in line with its suppliers’ policy.

**Pro Bono Work and Contribution to the Community**

The firm places great emphasis on social involvement. The firm is committed to helping disadvantaged populations and promoting its values, including protection of human rights, equality, and individual liberties. The firm undertakes cases on a pro bono basis, including representation before courts and government committees of individuals in financial distress. The firm organizes and coordinates various volunteering projects and encourages its teams to volunteer to help disadvantaged populations.

**Anti-Fraud and Bribery Actions**

Fraud and bribery:

Accepting bribes and personal benefits of any kind, in any jurisdiction, is absolutely prohibited, and the firm is committed to comply with all applicable laws in such regard.

The firm does not give, offer, or accept payment or any other object of value, to or from any person (including the firm’s clients and suppliers), that is designed to influence or encourage improper conduct or secure an unfair advantage.

**Conflicts of Interest and Exploiting Opportunities for Private Interests**

In its practice, the firm acts in its clients’ best interests and does not allow external considerations to interfere with its judgment. Partners, associates and other employees do not exploit, for their own benefit, any business opportunity that is offered to them as a result of their position and status in the firm. The conduct of partners, associates and other employees must reflect personal responsibility, and they are expected to raise ethical concerns as they encounter them, even if it contradicts their superiors’ instructions.

**Confidential Information and Inside Information**

Partners, associates and other employees do not use the information to which they are exposed during their work for their own interests or the interests of others and will use such information only for relevant professional needs.

Partners, associates and other employees do not disseminate confidential information regarding the firm, its clients, its activities, or its plans.

**Gratuities**

Partners, associates and other employees do not accept benefits from clients or suppliers and will not abuse their status in the firm’s decision-making chain of command. Gifts extended by third parties must be reasonable, proportionate, and appropriate for the circumstances in which they are given.

**Donations**

Donations are permitted when – they are made without a corrupt intent, are completely transparent, and are documented and approved by the firm’s management. The firm makes donations to non-client organizations that promote social welfare and human rights. Donations are made to organizations whose operations are legally recognized by the tax authorities. Record of the firm’s donations is included in its financial statements.

**Anti-Money Laundering Compliance**

The firm takes steps to prevent and eliminate any act that raises a concern for money laundering.

**Privacy**

The firm implements measures to protect and secure the information in its possession and which pertains to its employees and clients.

**Sustainability**

The firm’s conduct reflects its recognition of the significance of environmental protection and implements a sustainability protection program.

Implementation of the Code of Ethics

Implementation of the Code of Ethics will follow the Code of Ethics Implementation protocol.