

LLR Ethical Charter

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General Code of Conduct

R E S P E C T





LLR ETHICAL CHARTER 2025

Introduction

LLR's Ethical Charter defines the principles and values that guide the actions and decisions of LLR. This Charter constitutes a formal commitment to integrity, transparency, and social responsibility.

Foundational texts of the Charter

The Charter complies with the rules of professional conduct established by our regulated profession of industrial property attorneys and defined in particular in the [Rules of Procedure](#) of the [CNCPI \(National Association of Industrial Property Attorneys\)](#).

It is also aligned with the principles of professional ethics and quality set out in the [IP Excellence Charter](#) drawn up by the ACPI (Association of Industrial Property Attorneys), which attests to the commitment to excellence of French IP firms in their desire to deliver first-class service to each client.

The Charter is also based on the principles of the [UN Global Compact](#), of which LLR is a member.

Fundamental principles

- **Respect for human rights and laws:** We respect and uphold the fundamental human rights as defined by the United Nations Universal Declaration of Human Rights. We comply with applicable laws, regulations, and professional standards in the conduct of our activities. We remain attentive to legal developments and adapt accordingly. In particular, we comply with all international laws and conventions relating to child labor and never employ individuals under the legal minimum age for employment.
- **Dignity, conscience, independence, and integrity:** We commit to carrying out our duties with dignity, conscience, independence, and integrity in every professional interaction. In all circumstances, we conduct ourselves with honor, loyalty, tact, courtesy, and selflessness (Article 14.2 of the CNCPI Rules of Procedure).

We take particular care to identify, manage, and avoid potential conflicts of interest. We are also committed to providing the highest quality services to our clients, striving for excellence and fulfilling our commitments to them.

- **Professional secrecy and confidentiality:** As an industrial property consultancy, we are bound by professional secrecy within the meaning of Article 12.3 of the CNCPI Rules of Procedure (French National Chamber of Industrial Property Attorneys) and Article L.422-11 of the French Intellectual Property Code. We respect the confidentiality of our clients' sensitive information and data. We protect all confidential information to which we have access in the course of our work.
- **Environmental sustainability:** We are committed to reducing our environmental footprint by promoting sustainable practices and encouraging eco-friendly innovation.
- **Equity and diversity:** We believe in the value of diversity and strive to create an environment where every individual is respected and valued for their unique contributions. We ensure that all members of our team, regardless of gender, ethnicity, sexual orientation, religious belief, or physical or mental ability, are treated with fairness and dignity and are given equal opportunities to contribute, grow, and succeed.
- **Social responsibility:** We recognize our responsibility to society and are dedicated to making a positive impact. We endeavor to support social and philanthropic initiatives whenever possible.

Application of the Charter

The Ethical Charter is intended to apply to all LLR employees, partners, and suppliers, and everyone is encouraged to respect and promote these principles in their professional activities.

Implementation and monitoring

LLR's management is responsible for implementing and monitoring the Ethical Charter, and is committed to regularly reviewing its practices to ensure compliance with the principles set forth herein.



LLR GENERAL CODE OF CONDUCT 2025

Introduction

LLR's General Code of Conduct sets out the standards of professional behavior expected of all employees in the performance of their duties. This Code provides specific practical guidelines to ensure that our principles and values, as set out in the Ethical Charter, are respected on a daily basis.

Professional relationships

- **Respect and courtesy:** Employees must treat their colleagues, customers, and partners with respect, courtesy, and professionalism, supporting a harmonious and respectful work environment. In particular, employees are required to use professional and respectful language in all communications with clients, colleagues, and partners, even in delicate situations.
- **Confidentiality and professional secrecy:** As members of an industrial property consulting firm, all employees are bound by professional secrecy. Each employee is therefore required to maintain absolute discretion with respect to any confidential information or matters that may come to their knowledge in the course of their work for the firm.
- **Commitment:** The trust placed in us by our customers, colleagues, and suppliers is paramount in our business. It is essential that each of us does everything possible to honor the commitments made by LLR, thereby safeguarding the interests of the firm and its employees.
- **Reputation:** As employees, each of us plays a vital role in LLR's reputation. We must all act in a manner that promotes LLR's positive image and refrain from making any misleading or disparaging statements.
- **Service quality:** We are committed to providing the highest quality services to our customers, striving for excellence and delivering on our commitments to our customers.

Integrity and ethics

- **Conflicts of interest:** Employees must avoid any potential conflict of interest between their professional responsibilities and their personal interests. A conflict of interest arises when an employee finds themselves in a situation where their personal or financial interests could potentially interfere with their professional

responsibilities to the firm. This includes any situation where personal interests might influence, or appear to influence, decisions made in the course of their work. Employees must always act with the interests of the firm as their priority, making decisions accordingly. In situations where a conflict may arise, they are expected to act with full transparency and inform their supervisors without delay.

- **Legal compliance:** It is essential to comply with all applicable laws, regulations, and policies in the performance of professional duties. Employees are required to report any behavior that is unethical or unlawful.
- **Managerial responsibilities:** Each line manager undertakes to act in an exemplary manner in respecting ethical and conduct rules, fostering a climate in which all members of LLR embrace the ethical behaviors promoted by the firm.

Social and environmental responsibility

- **Sustainability:** We recognize our environmental footprint and seek to reduce our impact on the planet. Employees are encouraged to adopt environmentally responsible practices in their professional activities and to contribute to the promotion of environmental sustainability. These practices are detailed in the latest edition of "The CSR Guide of LLR."
- **Social commitment:** Employees are invited to put forward social or philanthropic initiatives that LLR may choose to support
- **Adherence to the 10 principles of the Global Compact:** LLR formally undertakes to respect and promote the principles of the United Nations Global Compact, which is based on ten universally accepted principles in the areas of human rights, labor standards, the environment, and the fight against corruption. Each employee is therefore required to respect and promote these principles in the course of their professional activities within LLR, as well as their interactions with our clients and partners.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Labor standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor.

Principle 5: The effective abolition of child labor.



Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Application of the Code

This General Code of Conduct applies to all LLR employees and is binding in all professional interactions. Any violation of the Code will be treated seriously and may result in disciplinary action.

Employees are encouraged to report any suspected violations of this General Code of Conduct without fear of reprisal. All reports will be handled fairly and, where necessary, with strict confidentiality. Reports may be made to line managers, to a partner, or to the Works Council.

Review and update

The General Code of Conduct will be reviewed periodically to ensure its relevance and effectiveness, taking into account legal, ethical, and societal developments. Employees will be informed of any changes and will be required to comply with the new standards established.

