

## Insurance & Reinsurance Legacy Association Limited ('IRLA'): Code of Conduct

This statement constitutes IRLA's Code of Conduct position.

The IRLA Board believes that an important principle of leadership is to set a positive example regarding fair and ethical behaviour, and that IRLA members will respond positively in their own behaviours based on what they see of the Board's conduct. The Board pledges to treat all members with courtesy and asks the same in return. The Board also asks that members are respectful of fellow members and Association staff and uphold the Associations core values of leadership, professionalism, trust, and respect.

Association directors and staff have the right to perform their duties and to assist others without fear of being assaulted, threatened, verbally abused, or discriminated against. Any actions, unintentional or otherwise which cause members, directors, or staff to feel threatened, uncomfortable, or embarrassed are unacceptable. Any reported act or threat of physical or verbal abuse, or discrimination will be acted upon immediately by the IRLA Board.

IRLA takes exclusion and instances of misconduct very seriously. If you feel you have experienced discrimination or harassment whilst attending an IRLA event please contact us in strict confidence at [confidential@irla-international.com](mailto:confidential@irla-international.com) and we will investigate the issue.

The statement is reviewed regularly by the Board to ensure its continuing suitability and relevance to IRLA's activities.

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