



Asociación
Española
de Compliance

ETHICAL CODE

*We have integrity,
we are professionals,
and we encourage
respect and
collaboration.*

April 2024



PURPOSE AND TO WHOM IT MAY CONCERN

At ASCOM, we not only recognize the importance of acting within the legal and regulatory framework in accordance with best practices in our field, but we are genuinely committed to doing so, while being aware of the ethical dimension of every step we take.

Integrity in our activities and constant reflection on the kind of organization we aspire to be, including the values and principles that lead us to it, is the fundamental pillar on which our institution is built. We are guided by a clear purpose and by the values we aspire to put into practice in our daily work, and which are reflected in this document.

We hope that they will be a source of inspiration for our members, employees and collaborators, and that they will embrace them as inseparable elements of their professional work.

We firmly believe that ethical and responsible conduct, and the prior reflection it requires, not only enriches our interactions within the Association, but also strengthens our positive impact on our key stakeholders and the community at large.

Consequently, by joining ASCOM, our members and partners not only join a professional network, but also commit to embrace and promote these values and principles in every aspect of their work. Together, we are building a future where commitment to legal Compliance and to ethics and organizational excellence go hand in hand, driving positive change not only in the professional practice of Compliance but in society as a whole.

PURPOSE OF ASCOM

To give visibility and strengthen the positive impact of Compliance professionals within organizations.

How we contribute to this purpose:

- Cultivating an environment where the work of Compliance professionals is recognized as a fundamental pillar for the development of organizations truly committed to integrity and the creation of value for their stakeholders.
- Recognizing the value of technical knowledge through the promotion of our certifications
- Reinforcing and developing technical, management, interpersonal and ethical leadership skills of Compliance professionals through ongoing training and access to knowledge
- Creating a network of professionals that allows the exchange of experiences, knowledge and reflections
- Relying on the collaboration and commitment of the best professionals to lead and carry out our activity

Values and principles shared by all members and partners of ASCOM

Below we detail the three essential values that guide our actions and their meaning and practical application:

1. WE HAVE INTEGRITY

- Always act in accordance with the purpose and ethical principles and values to which we adhere in this document, especially when no one is watching.
- Be aware of the ethical dimension of our actions and decisions.
- Say what we do and do what we say.
- Ask ourselves not only whether the law allows us to do something, but whether we should do it
- Do not make decisions that cannot be explained in public.
- Be impartial and act with the diligence and integrity required in our internal policies and procedures.
- Use the Association only to contribute to common objectives, refraining from using it for private professional or business interests.
- Communicate when something is not being done well. Do not be afraid to challenge bad practices that we observe.

2. WE ARE PROFESSIONALS

- Assume responsibility for actions and decisions taken and be accountable.
- Do not be afraid to acknowledge mistakes. We are professionals, but above all, we are human.
- Promote the proper practice of the profession, providing the necessary means through our training and certification activities, our communication activities and events for debate and discussion, in order to provide adequate levels of skills and knowledge to all our members and other professionals outside ASCOM.
- Seek and select professionals with the required level of skills and knowledge according to the activities and actions carried out by the Association.

- Value the acquisition of new knowledge that will help us make better-informed decisions and the continuous improvement of the Association and the activities we carry out.
- Strive for excellence: we try to reach our maximum potential as an institution and as professionals and develop our activity in the best way possible with our resources and limitations, but always with the aim of improving. We do not compete with others but with ourselves.
- Encourage curiosity and critical thinking, valuing the contributions generated by others that are new and interesting. By analyzing and assessing new ideas, we contribute to trying to solve problems and challenges faced by the development of the Compliance function in both public and private institutions and organizations.

3. WE ENCOURAGE RESPECT AND COLLABORATION

- Be humble and work collaboratively to achieve our purpose, always showing deep respect for the contributions of others.
- Avoid personalism: This is an Association of all and for all and each person matters and makes its project possible.
- Focus on the dignity of people and their interest in reaching their full potential.
- Foster healthy and lasting relationships between each and every one of the members, partners and collaborators of the Association and between the Association and its different interest groups.
- Have empathy and try to support and help each other.



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