

Ethical Conduct Policy

Our commitment to ethical conduct and business integrity stems from our values. A core aim of our firm is ‘straight and honourable dealings’ which we will seek to uphold through our behaviour and decisions in all our business dealings.

Aims

Our business dealings will be straight and honourable and enable members to act with integrity.

Raise awareness of the ethical standards we expect and require of our members, clients, collaborators, and supply chain.

Seek out and implement best practice.

We will

Treat our members, clients, collaborators, suppliers, and the communities in which we operate with honesty and fairness.

Maintain a Business Integrity Code of Practice and make it accessible to all our members, clients, collaborators, and suppliers.

Provide our members with guidance and training on ethical matters.

Maintain and comply with procedures to see that no unethical conduct or illegal practices are engaged in when conducting our business dealings.

Provide mechanisms for ethical concerns to be raised and respond in accordance with our procedures and prohibit retaliation against good-faith reporters. Engage and participate in appropriate industry initiatives to promote business integrity.

Keep our relevant procedures under review to confirm that they remain relevant and proportionate.

Governance

This Policy is set by Arup Group Limited Board and implemented across all Arup operations through policy, procedures, management systems and learning.

It is reviewed and approved annually, or more frequently if appropriate.

The Executive Board acts to ensure that the aims set out in this policy are being achieved, while fulfilling applicable legal, regulatory and other requirements.

“...we should act honourably in our dealings with our own and other people.... Humanitarianism also implies a social conscience, a wish to do socially useful work, and to join hands with others fighting for the same values.”

Ove Arup, 1970



Jerome Frost
CEO, Arup Group Limited
April 2026