

Supervisor / Subordinate Relationships Policy

Valid for United Kingdom

Intimate or sexual relationships between two employees one of whom reports (directly or indirectly) to the other may impair, or may be perceived as impairing, the supervisor's ability to make fair decisions with respect to such matters as job assignments, job advancement, and compensation of the subordinate and of other employees. Such relationships also put undue and unnecessary pressure on both employees' professional relationships with their other colleagues at the Firm, and particularly with other colleagues in the same department. Such relationships are therefore prohibited.

As leaders and role models, Managing Directors are subject to the most stringent standards and workplace codes of conduct. For purposes of this policy, a Managing Director will therefore be considered to be the supervisor of all employees in subordinate positions within his or her department. Furthermore, if a Managing Director enters into an intimate or sexual relationship with someone in another department who does not have a reporting line to the Managing Director, the Managing Director must report that relationship to Human Resources so that Human Resources can review the situation.
