The Avast Code of Conduct

Message from the CEO

Our purpose is simple. We’re here to keep people around the world safe and secure online.

Today, Avast is the world’s leader in consumer cybersecurity, a position we’ve achieved through technological and business innovation, driven by our mission to keep people safe online - and, admittedly, a passion for kicking the bad guys’ asses. When I started as an intern at Avast over 20 years ago, I could never have imagined the journey ahead. Not only has our business grown exponentially, but the problems we are solving have also become immeasurably more complex and consequential. Even with all that growth, our mission and our passion have remained rock steady.

In the age of artificial intelligence and with the proliferation of connected devices and the Internet of Things, it’s more difficult than ever for people to maintain their security and privacy online. From social networks to banking, online shopping to health records, streaming services to smart homes, each of us gains convenience from this digital age while opening ourselves up to many potential risks. Cyber criminals have countless tools at their disposal to cause harm. It’s in their interest to become ever more sophisticated. It’s our business to stop them.

The Avast Code lays out the principles for how we do it.

Avast has always advanced by creating the most powerful technology to eliminate online threats and prevent attacks before bad actors cause harm. Our sophisticated platform gives us an edge over attackers and sets us apart from our competitors, and we continue to enhance our capabilities.

But our technology isn’t the only thing driving Avast’s achievements. Conducting our business transparently and responsibly has propelled us to the top and will continue to fuel our success.

This Code lays out the principles we must all follow with discipline and consistency. It sets the foundation for how we work together, treat our customers, and operate responsibly within a set of diverse markets and constraints. We put people first, taking our commitments to each other, our customers and the broader society very seriously. As a global company, we operate in various jurisdictions and comply with applicable regulations and customs everywhere we do business.

By following the Avast Code, all Avastians are empowered to use their judgment in the best interest of our customers and our company. Every Avastian contributes to our success — every one of us, from the summer interns to the CEO, must hold ourselves to the highest standards of ethics and responsibility. Big things are in Avast’s DNA and we fearlessly embrace the challenges and opportunities ahead — guided by the Avast Code and our enduring commitment to keeping people around the world safe online.

I count on each of you to make the Avast Code more than a list of principles and to take an active part in conscientiously shaping the future and the culture of Avast.

Ondrej Vlcek, 2019
Avast’s Vision and Mission

At Avast, we believe everyone has the right to be safe. We are dedicated to creating a world that provides safety and privacy for all, no matter who you are, where you are, or how you connect.

We have grown into one of the largest cybersecurity firms in the world by constantly striving for excellence in everything we do. We are industry leaders dedicated to protecting people from security threats before they happen. We stay flexible and adaptable, creating an atmosphere where everyone’s voice counts. And we always take a customer-first approach.

About the Code

Avast’s Code of Conduct (Avast Code) is an overarching policy that describes what we expect of all Avast personnel and what you should expect from your colleagues. Several sections make reference to additional policies that describe these expectations in greater detail. These policies also apply to all Avast personnel, and you are expected to know and abide by the policies that are relevant to your area of work.

Throughout this Code, you’ll find some bold terms, which are defined in the glossary at the end of this document.

Workplace expectations

Successful teams, loyal customers and strong relationships all require trust. Our workplace rules are aimed at creating the trust our team needs to succeed.

Customer first

We are building a long-term, sustainable, ethical business, and our success rests on building customer trust and maintaining customer satisfaction. The people we protect – our customers – are the focus of everything we do. From product innovation to creation and design, from marketing and product communications to customer support, creating positive customer experiences is paramount.

Respect

We treat others with respect and dignity at all times and in all forms of communication throughout the company. We can disagree but should still seek common ground in our shared mission and appreciate that our differences can make us stronger. Remember, when someone has a different opinion, if you listen with an open mind, you may learn something new. For more specific information, please see the Speaking Up and Working Together communication guidelines.

Diversity and inclusion

Avast values diversity and will recruit and promote employees based on their suitability for the job and Avast’s needs. We never discriminate against any race, religion, national or ethnic origin, color, gender, sexual orientation, age, marital status, or disability.

Avast provides all employees with equal opportunity to develop themselves and their careers.

For more information, please see Avast’s Diversity and Recruitment policies.