

CODE OF ETHICS

All our employees are responsible for compliance with the Code of Ethics and the related principles. We also expect our partners to accept principles and requirements of the same level.

Our employees are obligated to report any violations of the Code of Ethics that come to their knowledge. The board of our company has approved of this Code of Ethics.

Compliance with Laws and Regulations

We comply with the local laws and regulations in all our operations. We expect our partners to do the same.

Code of Business Conduct

We comply with an ethical and fair code of conduct in our business operations and operate openly and transparently. Our operations are based on goals set together, and we honour the promises we have made to our customers and stakeholders. We do not accept bribery or corruption.

Company Assets (tangible or intangible)

Our employees may use company assets only for legal business transactions and they must protect them from damage and unauthorized use. Under no circumstances may the company assets be used illegally, in violation of legislative decrees or to seek personal gain, for fraudulent purposes or in an inappropriate manner.

Code of Conduct with Stakeholders and Partners

For us, good partnership means open, trustworthy and transparent cooperation, which all the parties involved can accept without reservations. We manage stakeholder relationships in a confidential, honest and fair manner. We ensure the safe storage of our partners' and stakeholders' data.

We assess and select our partners according to the applicable guidelines. Our assessment and selection process is transparent and verifiable, and we assess the cooperation at regular intervals.

We do not grant donations, sponsor support or other financial benefits to political parties or candidates or holders of public posts. Similarly, we do not support private individuals in advancing their political goals.

Human Rights

As an employer, we honour the following international standards, among others: United Nations (UN) Declaration of Human Rights, UN Global Compact initiative and the standards of the International Labour Organization (ILO).

We are not involved in any human rights violations and we do not accept the exploitation of children or forced labour in any form.

Occupational Safety

Our goal is to provide a safe, inspiring working environment for all our staff. It is the duty of the staff, on the other hand, to perform their tasks without risking their health or occupational safety.

We maintain an atmosphere of openness, equality, tolerance, respect, courtesy, fairness and trust with our employees and partners.

Environment

Our direct environmental impact is very small. We aim to reduce the carbon dioxide emissions of travel by encouraging the use of video conferences and public transport.