

Code of Conduct for Atlantik Networxx Group

This Code of Conduct defines the principles of Atlantik Networxx Group and what is required of employees, customers and suppliers of any goods and services in terms of their responsibility toward people and the environment. All relevant stakeholders make the following commitment:

1. Compliance with the law

- To comply with the laws of applicable jurisdictions.

2. Prohibition of corruption and bribery

- Not to tolerate any form of corruption or bribery, and not to engage in any way in such activities, including attempts to influence the decisions of government officials by making unlawful payments or other inducements.

3. Equal treatment of employees

- Promote equal opportunities for and treatment of employees, irrespective of their skin colour, ethnic origin, nationality, social background, disabilities, sexual orientation, political or religious conviction, gender or age;
- Respect the dignity, privacy and personal rights of every individual.

4. Forced labour

- Not to employ or force anyone to work against his or her will.

5. Remuneration

- To ensure adequate remuneration, and to ensure compliance with the statutory national minimum wage.

6. Working hours

- To comply with statutory maximum working hours applicable in the relevant territory;
- As far as legally permissible, to recognize the freedom of association of employees, and neither favour nor discriminate members of employee organizations or trade unions.

7. Discipline

- Not to tolerate unacceptable treatment of employees, such as mental cruelty, sexual and personal harassment or discrimination.
- Not to tolerate behaviour (including gestures, language and physical contact) that is sexual or coercive in nature, threatening, abusive or exploitative.

8. Prohibition of child labour

- To employ no workers under the minimum age of 15 years. In countries which are exempted under ILO Convention 138 (developing countries), the minimum age may be reduced to 14.

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9. Health and safety of employees

- To practice a duty of care for health and safety of employees;
- To mitigate risks and to ensure the best possible safeguards against accidents and occupational illness;
- To provide training and ensure that all employees have an awareness of workplace safety.

10. Environment protection

- To protect the environment through compliance with legal directives and international standards;
- To minimize environmental pollution and continuously improve environment protection.

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