

General Business Principles

Comrod Communication Group shares a set of core values – honesty, integrity and respect for people and all activities and all work by its employees shall be performed in accordance with the highest ethical standards and core values and “keeping our promises” being a fundamental obligation.

The Group has adopted the Ten Principles of United Nations Global Compact.

Responsibilities to Shareholders:

To protect shareholders investment and provide a long term competitive return.

Responsibility to Customers:

To win and maintain customers by developing and providing products and services which offer value in terms of price and quality as well as technological edge.

Responsibility to Employees:

To respect the human rights of our employees, and provide good and safe working conditions as well as competitive terms and conditions of employment.

We recognize that commercial success depends on the full commitment of all employees.

To those with whom we do Business:

To seek mutually beneficial relationships with Contractors, Suppliers and Partners and to promote the application of our General Business principles.

To Society:

To conduct our business as reasonable corporate members of society , to comply with applicable laws and regulations, to support fundamental human rights in line with the legitimate role of our business and to give proper regard to health, safety, security and the environment.

Competition

We support free enterprise and seek to compete fairly and ethically and within the framework of applicable competition laws. We will not prevent others from competing freely with us.

Business Integrity

We insist on honesty, integrity and fairness in all aspects of our business and expect the same in our relationship with whom we do business. The direct or indirect offer, payment, soliciting or acceptance of bribes in any form is unacceptable. Facilitation payments are also bribes and are unacceptable. It is important that gifts or hospitality never influence imminent business decisions-making processes or cause others to perceive an influence.

We shall work against corruption in all its forms, including extortion and bribery.

Employees must avoid conflict of interest between their private activities and their part in the conduct of company activities. Employees must declare to their employing company any conflict of interest.

Political activities

Comrod Communications shall act in a socially responsible manner within the laws of the countries in which we operate in pursuit of our legitimate commercial objectives.

We shall not make any payments to political parties, organisations or their representatives.

Health, Safety, Security and Environment

Comrod Communication has a systematic approach to health, safety, security and environment management in order to achieve continuous improvement.

Equal Opportunity

Our responsibility is to create an inclusive work environment where every employee has an equal opportunity to develop his or her skills and talents. We will not tolerate unlawful employment discrimination of any kind.

Living by the principles

It is the responsibility of management to lead by example, to ensure that all employees are aware of these principles and behave in accordance with these, in spirit as well as in the letter of this statement.

Violation may have severe consequences both for individuals as well as the Company.