
Code of Ethical Conduct of Employees of the TTC Group Companies

Goodwill and respected value of the “TTC” brand is our objective.

Employees of the TTC Group companies shall comply with the high standard of ethical conduct.

By adhering to the adopted rules in the area of ethics, we enhance the level and quality of all our activities. This is reflected in good references, increased level and safety of provided care, better efficiency, prosperity, trust and competitiveness of the TTC Group.

Each person in the TTC Group:

1. Shall respect the moral principles, act politely, with responsibility and honour, adhere to the principles of good behaviour regardless of the gender, ethnic or social origin, complexion colour, sexual orientation, nationality, property situation, health, age, faith and religion, political or other opinion;
2. Fully respects the dignity and privacy of the client/customer in every contact with them;
3. Performs his or her work with the required level of empathy and at the highest possible level of expertise, which he or she continuously increases and supplements;
4. Complies with the law, regulations and standards related to the performance of his or her work;
5. Always works only with the minimum of personal data and confidential information. Always treats information confidentially, and does not present it to unauthorized parties;
6. Acts responsibly, in accordance with good morals and with the principles of fair business relations;
7. Does not abuse his or her position for his or her personal gain or for the benefit of a third party;
8. Does not require or accept from the clients and business partners any gifts or other benefits that could affect his or her decision making and work performance;
9. Does not put his or her personal interests, the interests of the members of his or her family or friends in conflict with the interests of the company. Should this occur or be imminent, each Employee shall notify his or her line manager or the company management thereof;
10. Acts and behaves in a manner which will contribute to maintaining the prestige and increased recognition of the company and the TTC Group, and protects their goodwill.

This Code is addressed to all members of elected bodies in companies of the TTC Group, Employees and cooperating persons in all TTC Group companies.