

Eleven Danir 19 Code of Ethics

Our commitment to maintain our ethical standards

Foreword

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Maintaining high ethical standards within our company and in our relations with customers, suppliers, authorities, and the public, in general, is vital to our continuous success wherever we operate.

For this reason, we have developed this document, the “Code Of Ethics” that sets forth the principles that apply to all employees, everywhere and in every circumstance. It is important that these principles are

well known and understood by each of us, as it highlights our responsibility, as a Group and as individuals, to implement and protect our core values and our ethical standards in the way we do business.

Let us rely on this code and our shared values to guide our behavior every day and everywhere, thus making ELEVEN DANIR 19 a great company to work for and to work with.



Code of Ethics

Our Code of Ethic

We prioritize our clients and work tirelessly towards providing the best possible experience for them. We are grounded and guided by the principles below, all of which promote accountability and allows ourselves to uphold the highest standard.



Honesty

Trust takes years to build and is easy to lose. We maintain and develop trusting relationships with clients and partners. Be honest. Speak truth.



Integrity

No matter what the circumstances, no matter what people think or demand – act and do the things that are right.



Loyalty

Stay loyal, to our company policies and ethical principles, to our customers and partners, to our common values and ideas we stand for.



Fairness

Respect and support the fair competition, and act in accordance with conscience, morality and ethical principles.



Objectivity

Do not judge but act with justice and be unbiased. Not only in relation to other people, but also to yourself.



Competence

The world is moving fast forward. Do your best to remain competent in your field of activity. Don't stop developing yourself, our company, and environment we work and live.



Confidentiality

Respect confidentiality of employees, clients and partners. At all times. Do not disclose or provide any kind of information to any people for whom this information is not intended.



Professional behavior

Remember that you represent the company when working with clients and partners. Behave accordingly and remain the professional you are, no matter what the circumstance.

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Responsibility

All representatives of the company are entrusted with a responsibility to customers, partners and the company. Keep this in mind when doing your daily work.



Respect for others

Respect any opinion different from your own. Respect any people different from you. Regardless of the circumstances and at all the times – respect yourself.



Commitment to excellence

Pursue excellence all the time in all the things. In your duties, daily routine and constantly endeavor to increase proficiency in all areas of responsibility.



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