

Code of Conduct

The Alltec's Code of Conduct guide our business activities. These reflect our understanding and support of several external voluntary codes.

Principles that Drive Our Business

We uphold the highest standards of ethical behavior and integrity in all our operations. We are committed to fostering a diverse, inclusive, and equitable workplace where everyone feels valued and respected. We encourage open communication, collaboration, and mutual respect among all employees. We believe that our success depends on our ability to work together as a team, learn from each other, and leverage our diverse perspectives and experiences.

Keep Clear and Accurate Books and Records

Financial integrity is paramount to our operations. We maintain transparent, accurate, and complete financial records in compliance with all applicable accounting standards and regulatory requirements. This includes recording revenues and costs in the correct periods, maintaining a robust system of internal controls, and cooperating fully with internal and external audits. We prohibit any falsification, omission, or misrepresentation of financial records.

Avoid Dangers of Corruption

Alltec has a zero-tolerance policy towards corruption. We do not offer, promise, give, or accept anything of value to gain an improper business advantage. We comply with all applicable anti-corruption laws and regulations, including those related to bribery and facilitation payments. We conduct due diligence on third parties and business partners to ensure they share our commitment to ethical business practices.

Provide Proper Gifts and Entertainment

Gifts and entertainment should never create the appearance of impropriety or influence business decisions. We adhere to strict guidelines regarding the giving and receiving of gifts and entertainment, ensuring they are reasonable, proportionate, and serve a legitimate business purpose. We prohibit gifts or entertainment to or from government officials, except as permitted by law and with prior approval from the Legal department.

Respect Business Partner Relationships

We select business partners based on merit, quality, and shared values. We expect our partners to adhere to the same high standards of ethical conduct and compliance that we uphold. We maintain transparent and fair relationships with our partners, based on mutual respect and trust.

Keep Alltec Trade Secrets Safe

Protecting confidential information is crucial to our business. We do not disclose non-public information outside the company, except as required by law or with proper authorization. We handle sensitive information with care, ensuring it is only shared with those who have a legitimate need to know. We comply with all applicable insider trading laws and regulations.

Uphold Human Rights

We respect and promote human rights in all our operations, in alignment with the United Nations Guiding Principles on Business and Human Rights. We do not tolerate any form of human rights abuse, including forced labor, child labor, and discrimination. We strive to create a safe and inclusive work environment where everyone is treated with dignity and respect.

Promote Environmental Responsibility

We are committed to minimizing our environmental impact and operating in a sustainable manner. We comply with all applicable environmental laws and regulations, and we strive to reduce our carbon footprint, conserve resources, and minimize waste. We encourage environmentally responsible practices throughout our operations and supply chain.

Compliance

We comply with all applicable laws, regulations, and industry standards where we operate. We regularly review and update our policies and procedures to reflect changes in the legal and regulatory landscape.