



# CODE OF CONDUCT





All people working for MVDN, both permanent and temporary employed, are subject to the Code.

❖ **We provide equal opportunities, diversity, and non-discrimination.**

We come up with equal opportunities in access to employment and professional promotion, at all times guaranteeing non-discrimination for reasons relating to gender or sexual orientation, race, religion, origins, marital status, or social status.

❖ **We support and respect human rights.**

Harassment, abuse, intimidation, or any other type of physical or verbal aggression are unacceptable and will not be permitted or tolerated at MVDN.

❖ **We collaborate and treat each other with respect and dignity.**

We respect, reach out and help each other, and understand the value of teaming up to create the best results for our customers.

❖ **We ensure a safe workplace.**

We seek to provide a healthy, safe and productive environment that nurtures people's wellbeing leading to successful business results.

❖ **We avoid or manage conflicts of interest.**

We identify situations where conflicts of interest might arise and do our utmost to prevent or manage them in the early stages.

❖ **We are passionate about treating our customers fairly.**

We provide clear, fair, and not misleading information to our customers.

❖ **We comply with international and local laws, regulations, industry standards, and internal rules.**

We are familiar with and follow the rules, requirements, and processes that apply to our specific roles, responsibilities, and function.

