IPCOM'S COMPLIANCE & INTEGRITY POLICY: DO's and DON'Ts to build a business with integrity

Zero tolerance of fraud, corruption and other criminal conduct!

ONLY accept gifts that are reasonable, proportionate and appropriate

NEVER submit fraudulous expense reports

ALWAYS comply with law, regulations and IPCOM policies

NEVER make facilitation payments (= gift or payment to Government or Public Official to speed up or secure a governmental action)

NEVER intentionally submit false books, records, reports, ..

ALWAYS REPORT any case of fraud, corruption & criminal conduct

Create an open and honest working environment

NEVER abuse confidential information

NEVER steal or misuse your company's reources

ALWAYS avoid conflicts of interest

Require the same ethical behaviour from Business Partners/Third Parties

NEVER execute fraudulous bank transfers (eg for personal gain)

ALWAYS seek segregation of duties to avoid fraud

ALWAYS apply internal control structures that prevent fraud, corruption & criminal conduct

NEVER offer or receive entertainment of inappropriate nature

NEVER offer or receive gifts above €100 or in cash

Set the example of ethical behavior in your department

NEVER discuss about prices or customers info with competitors

Do not make transactions with companies & individuals in high risk countries w/o checking

ALWAYS ask whenever in doubt

NEVER look the other way or disregard improper activities

Questions?
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