



MacArtney Group

Code of Conduct

Employees

Code of conduct - Employees

Introduction

MacArtney's code of conduct for employees is a set of guidelines and principles that define our employees' expected behaviour and ethical standards.

Our "Code of Conduct – Employees" focuses on how we work and interact with stakeholders. It is an independent article in MacArtney Group's complete Code of conduct.

It goes without saying that all employees must comply with the complete Code of Conduct for MacArtney Group. Elements like compliance with Laws and Regulations, Conflicts of Interest, Confidentiality, Respect and Inclusion, Gifts and entertainment, etc. are therefore not part of this article.



1. General Principles:

We build upon the principles of our founders:

Decentralisation of responsibility

A key element to our success is that we trust our employees, and we believe that decentralisation creates ownership and proud employees.

However, taking responsibility is demanding but also very rewarding. So that when our employees are in doubt they ask, "what would I do if this was my business?". This also ensures that we handle company assets respectfully and that we don't misuse these for personal gain.

We encourage employees to seek continuous improvement and influence/optimize within the boundaries set by legislation, client demands, QA systems, etc.

Management is trained to support every employee and help them fulfil their complete potential.

Fascination of technology

We are global first movers, and we provide state-of-the-art products and solutions to our clients.

This affects all employees – we are curious, embrace development and are willing to learn, adopt and implement new initiatives across the whole value chain and in all functional areas.

Long-term partnering

Building long-term relations is essential in our business. In doing so we behave decently towards all stakeholders.

We use empathy, and our behaviour is guided by our strong moral compass. We are determined to treat all equally and fairly.

We do our best to keep promises. However, challenges are unavoidable. When we face problems, we have the decency to inform all stakeholders immediately. In times of trouble, we stand up, take responsibility, seek solutions that mitigate the risks, and we help and support one another.

We never leave unsolved problems or loose ends to colleagues, suppliers, clients, or other stakeholders – it is unacceptable behaviour. The reward of our behaviour are long-lasting relationships based on mutual loyalty.

Caring

Business is made between people, and we understand the importance of building strong personal relationships.

We care about our clients, suppliers, colleagues, etc. It is natural for us to ask others how they feel – not out of politeness but because we are truly interested in their wellbeing.

We don't have to be friends with everyone, but we strive to be professional in all relations.