

Ethics Policy



- ☛ **Legal**
complying with all national and local legislation and regulations.
- ☛ **Accounting**
maintaining adequate, reliable, truthful and accurate accounting records compliant with prescribed standards.
- ☛ **Competition**
competing honestly and fairly without damaging the reputation of our competitors either directly or by implication.
- ☛ **Confidentiality**
maintaining the privacy of information relating to employees, Clients and other interested third parties under the appropriate legislation
- ☛ **Conflict of Interest**
conducting business with the highest standards of integrity and honesty and requiring company personnel, agents and subcontractors to disclose any situations where their integrity may be challenged by outside business interests
- ☛ **Gifts/Hospitality/Favours**
accepting gifts, hospitality or favours which are legal, ethical and of modest value, and which will not influence business decisions. Gifts, hospitality and favours will never be solicited by the Company or its personnel, agents and subcontractors. All spending on gifts and hospitality will be properly authorised and recorded
- ☛ **Respect**
treating our personnel/agents/subcontractors, Clients and other third parties with dignity and respect at all times as well as carrying out our business activities with the highest regard for the environment and the local communities in which we operate

ITCC International Ltd places a strong emphasis on achieving a high ethical standard based on integrity, trust, and honesty, in all its business operations.

Our ethical commitment;

The Director of ITCC International Ltd will monitor and review this policy on an annual basis.

Ethics Policy approved September 2009.

David Marsden
Director