

Our Code of Conduct is applicable for all employees of CMTL Group. The code of conduct states the ethics and values by which we as CMTL Group build our business. These are the principles we stand for as a company

Compliance with laws

CMTL Group commits to conduct business with respect for the law. In all activities, we must comply with applicable local laws and regulations. Unethical and illegal behavior will not serve CMTL Group interest and is not permitted.

Social Principles

Equal Opportunity

We at CMTL Group are committed to provide all employees equal employment opportunities. Our policies are designed to promote fairness and equal opportunities.

Discrimination and harassment

All CMTL Group employees have the right to work in an environment that is free from discrimination and harassment. This includes (but is not limited to), intimidation, discrimination or abuse, sexual, racial or otherwise, as well as acts or threats of physical or mental violence. All employees shall be treated with respect. Any illegal threats are not tolerated.

Drug and alcohol

CMTL Group does not allow any use of alcohol or drugs on any CMTL Group premises or while carrying out CMTL Group business. This includes medical prescription drugs that might influence the ability to work.

Forced Labor

CMTL Group shall not use or support forced or bonded labor, including prison labor or other forms of compulsory labor.

Child Labor

CMTL Group does not tolerate child labor.

Business principles

Conflict of Interest

We avoid conflicts of interest; we will always act in the best interest of CMTL Group. A conflict of interest occurs when an individual's private interest interferes in any way, or even appears to interfere with the interests of CMTL Group.

Bribery and Corruption

CMTL Group has zero tolerance towards bribery and corruption in any way, shape or form. We define bribery and corruption as the misuse of an official position by CMTL Group co-worker for unofficial and personal enrichment, and/or the enrichment of others, through bribery, fraud or favor. No one, acting in behalf of CMTL Group, may accept or offer bribes, kickbacks, loans or other corrupt practices when conducting CMTL Group business.

Money laundering and Terrorism

CMTL Group is committed to complying fully with all anti-money laundering and anti-terrorism laws, we shall not accept, facilitate or support money laundering and terrorism.

Fair competition

We at CMTL Group strongly believe in fair competition and free market, which is based on the added value of our services. We will compete in compliance with all applicable competition laws.

Gifts and hospitality

We at CMTL Group do not request gifts and hospitalities, nor do we accept gifts and hospitalities. We also do not provide gifts or hospitalities to any business partner or third party. In such case, that acceptance or offer of any gifts or hospitalities and events may be a legitimate contribution to building or maintaining good business relationships, these gifts should be limited to items of little commercial value. Such gifts should not influence any professional business decision-making process.