

ECDC CODE OF ETHICAL CONDUCT

1. All ECDC employees shall:
 - Comply with all applicable legal requirements and the best international standards of ethical conduct;
 - Uphold transparency, accountability, and strictly observe general business ethics, including anti-corruption laws and regulations; and
 - Develop procedure and guidance documents, such as this Code, to ensure compliance with the above,
2. ECDC ethical principles are:
 - Responsible
 - Respectful
 - Honest
 - Fair
3. The management shall:
 - Embody ethical leadership through promotion of compliance with ethics
 - Support compliance and ethics activities throughout the ECDC.
 - Make available sufficient resources to ensure compliance with the Code.
 - Monitor the compliance of the people supervised
 - Use reasonable care to monitor third parties acting on behalf of ECDC.
 - Enforce the rules consistently.
 - Support personnel who raise questions or concerns in good faith.
4. Zero tolerance on retaliation:
 - ECDC has a zero tolerance policy on retaliation in line with the belief that speaking up is always the right thing to do.
5. Fair treatment:
 - Make sure that everyone comes into contact with:
 - Is treated with fairness, respect and dignity;
 - Are listened to and involved in improving team performance;
 - Are supported in managing your personal priorities.

6. Harassment-free workplace.
7. Report any threat against ECDC employees or their families to their line supervisor, as well as to the Security Manager of ECDC, who will promptly institute such appropriate action in the circumstances as determined by ECDC leadership Team.
 - Protect health, safety, security and the environment.
 - The health, safety and security of every one of ECDC and those affected by ECDC activities- are essential to its success. All individuals are responsible for getting health, safety, security and the environment (HSSE) right.
 - Conflict of interests
 - ECDC respects the privacy of all personnel temporarily transferred or assigned to ECDC and would not normally take an interest in their personal conduct outside the work place.


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GM and Managing Director