



Coonect Code of Conduct

1. Introduction

Coonect is committed to maintaining the highest standards of integrity, professionalism, and social responsibility in all aspects of our business. This Code of Conduct sets out the principles and expectations for all employees, business partners, and stakeholders to ensure ethical behavior, compliance with laws, and a sustainable future.

2. Compliance with Laws and Regulations

All employees and business partners must comply with applicable national and international laws, including but not limited to labor laws, environmental regulations, and industry standards such as ISO 9001, ISO 14001, and ISO 45001 or similar.

3. Ethical Business Practices

- We conduct our business with honesty and transparency, avoiding any form of bribery, corruption, or unethical behavior.
- Conflicts of interest must be disclosed, and employees should always act in the best interest of the company.
- Confidentiality of company and client information must be respected at all times.

4. Workplace Conduct and Safety

- We promote a respectful, diverse, and inclusive work environment free from discrimination, harassment, or bullying.
- All employees are responsible for adhering to safety protocols to prevent accidents and ensure a healthy workplace.
- Compliance with workplace safety regulations as outlined in our Quality, Environment, and Occupational Health & Safety Management System.

5. Environmental Responsibility

- We are committed to sustainability and reducing our environmental footprint.
- Employees should strive to minimize waste, conserve energy, and follow proper recycling and disposal procedures.
- We work with partners and clients to implement green solutions and reduce the impact of our operations.

6. Social Responsibility

- We uphold the principles of the UN Global Compact and the social responsibility outlined in SA8000.
- We support fair labor practices, including the right to fair wages, safe working conditions, and freedom from forced or child labor.
- We engage in corporate social responsibility initiatives that align with the UN's Sustainable Development Goals.



7. Quality Commitment

- We are dedicated to delivering high-quality services that meet or exceed customer expectations.
- Employees must follow best practices, adhere to quality management standards, and engage in continuous improvement efforts.

8. Reporting Violations

- Employees and business partners are encouraged to report any violations of this Code of Conduct.
- Reports can be made anonymously, and retaliation against whistleblowers is strictly prohibited.

9. Consequences of Violations

- Violations of this Code may result in disciplinary actions, including termination of employment or business relationships.
- Legal action may be taken if necessary to protect the company's integrity and compliance with regulations.

10. Acknowledgment

All employees and business partners must read, understand, and adhere to this Code of Conduct. By working with Coonect, you commit to upholding these principles.

Adnan Özari

**CEO and owner
Coonect ApS**