The Code of Conduct gives twelve points describing the proper conduct of TECOSIM employees, which can/shall be applied in specific situations.

**Trust**

I will provide trust in any communication and co-operation with others at all times. I will help to build confidence in others by being a reliable partner. Mistakes will be treated as a chance for improvement.

**Self-confidence**

I will rely on my strengths and be aware of my limitations to help me gain more confidence. I will support others and appreciate their success.

**Loyalty and Commitment**

I will remain loyal to TECOSIM and our company goals and I will always act in their interests. I will support the decisions made.

**Transparency**

When making decisions, I will act and decide logically so they are understood clearly by others.

**Motivation**

I have an intrinsic motivation to perform and to be successful, personally and professionally.

**Self-control**

I am aware of my emotions and take them seriously. They help me build a constructive environment for myself.
Self-reflection

I will use my past experiences to reflect on my actions and behaviour to help improve them in the future.

Social Competence

I am keen to understand the perspectives and motivations of my colleagues and to help me do this I will observe and initiate communication regularly. I am motivated to identify solutions that are accepted by all parties.

Tolerance

I accept the cultural diversity at TECOSIM and will respect and treat everybody equally.

Learning

I will continue to improve the working processes and contents by gathering information, knowledge and practical experiences from others. I will share this knowledge purposefully, intelligibly and permissively.

Team Work

I am a motivated individual who works well in a team and I will treat my colleagues fairly at all times.

Job and Family

I will respect TECOSIM’s family-oriented personnel policy and take into account the special needs of colleagues with family responsibilities. I shall uphold Tecosim’s family-oriented personnel policy, which always takes the family into account in matters of social support and responsibility.