

At Task Systems Ltd we are committed to maintaining the highest standards of ethics, integrity, and accountability in all aspects of our business operations. This Ethical Assurance Policy outlines our expectations for ethical behavior and conduct by all employees of our small organization.

1. Compliance with Laws and Regulations

All employees are expected to comply with all applicable laws, regulations, and industry standards. This includes but is not limited to labor laws, environmental regulations, anti-discrimination laws, and laws related to product safety and quality.

2. Honesty and Transparency

We value honesty and transparency in all interactions with colleagues, clients, suppliers, and stakeholders. Employees are expected to provide accurate and truthful information and to promptly report any unethical or illegal activities.

3. Conflicts of Interest

Employees must avoid situations where their personal interests may conflict with the best interests of the organization. Any potential or actual conflicts of interest must be disclosed to the appropriate authority.

4. Protection of Company Assets

All employees are responsible for the protection and proper use of the organization's assets, including intellectual property, financial resources, and equipment. Unauthorized use or disclosure of confidential information is strictly prohibited.

5. Anti-Corruption and Bribery

We are committed to preventing corruption and bribery. Employees must not offer, give, or receive bribes, kickbacks, or any form of undue advantage. This includes interactions with clients, suppliers, and government officials.

6. Respect for Diversity and Inclusion

We foster a culture of respect for diversity and inclusion. Discrimination, harassment, or any form of disrespectful behavior on the basis of race, gender, religion, age, disability, sexual orientation, or any other protected characteristic will not be tolerated.

7. Environmental Responsibility

We are dedicated to environmental responsibility. Employees are encouraged to minimize waste, reduce energy consumption, and support sustainable practices in the workplace.

8. Reporting Violations

If employees become aware of any violations of this Ethical Assurance Policy, they are encouraged to report such violations to their immediate supervisor, the HR department, or any other designated authority. Whistleblower protection will be provided to employees who report violations in good faith.

9. Consequences of Violations

Violations of this Ethical Assurance Policy may result in disciplinary action, up to and including termination of employment. In cases where violations involve illegal activities, appropriate legal action will be taken.

10. Review and Updates

This Ethical Assurance Policy will be reviewed regularly to ensure its effectiveness and relevance. Updates may be made as needed to address emerging ethical challenges or changing regulatory requirements.

By adhering to this Ethical Assurance Policy, we aim to create a work environment characterized by trust, respect, and a commitment to ethical conduct.

We appreciate the dedication of our employees in upholding these principles.

Review Date: 24.08.2023

Costas Karavias
Joint Managing Director



Anthony Daltry
Joint Managing Director

