

# CODE OF ETHICS

## For Siteners

- Strictly commit to contracts with clients.
  - Be responsible for protecting the trade secrets and clients' brands.
  - Ensure the quality of the company's services and products
  - Solve problems quickly and efficiently according to clients' requests.
  - Always try best to bring clients the best products and services, maximize the customers' benefits.
- Strictly comply with the Labour Code on labour's regime and rights.
  - Avoid discrimination for any reasons.
  - Make decisions equally and democratically.
  - Develop a positive environment and appropriate policies to support Siteners in self-development, career promotion and life enhancement.

## For clients

## For shareholders

- Make fair competition (by capacity, creativity and continuous development) in the spirit of jointly development.
- Fully implement the rights of shareholders which the company has committed.
  - Develop the company based on the long-term benefits.
  - Ensure that all activities are conducted in the spirit of morality and responsibility.

## For competitors

## For state & society

- Ensure that all activities are conducted in compliance with the State Law.
- Responsible for fully implementing labour rights according to the State Labour Code and ILO.
- Commit to sustainable development and environment protection.
- Create job, generate income in contribution with the nation development.
- Implement projects on human and community development.



**SITEN** JSC.