

Erlinord Code of Conduct

Our Code of Conduct defines the standards and expectations for all employees at Erlinord, guiding us to act with integrity, professionalism, and respect in all our global business activities.

Commitment to Ethical Behavior

Erlinord is dedicated to fostering an environment where ethical conduct is paramount. Employees are expected to interact honestly and ethically with colleagues, clients, and business partners. We comply with all applicable national and international laws and regulations, adhering to the strictest standards when discrepancies arise.

This Code of Conduct is applicable to every individual associated with Erlinord, including executives, managers, employees, agents, and consultants.

Zero Tolerance for Bribery and Corruption

Erlinord upholds a zero-tolerance policy towards bribery, corruption, and anti-competitive behaviors. Our commitment to integrity and fairness is unwavering in every business interaction.

Bribery involves offering or receiving any financial or other inducement to influence or secure an improper advantage. This includes non-monetary items such as gifts, loans, or any valuable assets. Facilitation payments, typically made to expedite routine governmental actions, are strictly prohibited.

Responsible Handling of Gifts and Hospitality

Erlinord recognizes that, in certain cultures, the exchange of gifts and hospitality can play a role in business relationships. Such exchanges must always be reasonable, appropriate, and aimed at fostering legitimate business interests such as relationship-building, reputation maintenance, or marketing. All gifts and hospitality should be given in Erlinord's name, not in the name of individual employees, and must be of appropriate type and value based on the circumstances.

Commitment to Corporate Social Responsibility (CSR)

At Erlinord, we are committed to respecting and supporting international human rights as outlined in the International Bill of Human Rights. We ensure non-discrimination and equal opportunity within our workforce and throughout our supply chain. Our employees are provided with a safe, healthy, and respectful work environment, free from any form of punishment, coercion, or harassment.

We adhere to all relevant environmental laws and continuously seek to minimize our environmental impact. Erlinord supports the right to freedom of association and collective bargaining, firmly denouncing forced labor and child labor. Young workers (aged 15-18) are protected from hazardous or night work.

Roles and Responsibilities

Erlinord's leadership is responsible for implementing, communicating, evaluating, and enforcing compliance with all applicable laws and regulations. All employees are expected to act responsibly and adhere to this Code of Conduct. In situations not explicitly covered, employees should use their judgment and seek advice from management when needed.

Continuous Improvement and Accountability

Erlinord is committed to continuous improvement in all aspects of our operations, including ethical conduct and corporate responsibility. Violations of this Code of Conduct are taken seriously and may result in disciplinary actions, up to and including dismissal.

By adhering to this Code of Conduct, Erlinord ensures that we operate with the highest standards of integrity, fostering a culture of respect, fairness, and responsibility.

This Code of Conduct is not just a policy but a fundamental part of our identity and the way we conduct our business every day.