

Document TE-POL-03
Revision 0
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Subject Code of conduct and business ethics

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How Telic Engineering B.V. and everyone working under its name conduct business.

SCOPE

Applies to the director of Telic Engineering B.V., to engineers from our network and to subcontractors on a Telic assignment. It is part of every assignment agreement we issue.

LEGAL COMPLIANCE

We comply with the laws of the Netherlands and of every country we work in, including export control, sanctions, tax, employment and data protection law. Where a client's code of conduct is stricter, we follow the client's code.

ANTI-BRIBERY AND CORRUPTION

We do not offer, give, request or accept bribes, kickbacks or facilitation payments, directly or through third parties. Gifts and hospitality are limited to what is modest, infrequent and openly given.

FAIR COMPETITION AND CONFLICTS OF INTEREST

We compete on the quality of our work and our rates, and do not share client pricing or confidential information with competitors. Any personal or financial interest that could conflict with a client's interests is disclosed before we accept an assignment.

CONFIDENTIALITY AND DATA

Client information, drawings, control software, site data and commercial terms are treated as confidential, used only for the assignment and returned or deleted on request. Personal data is handled in line with the GDPR.

HEALTH, SAFETY AND ENVIRONMENT

Safety comes before schedule. We work under the client's permit and risk-assessment systems and every engineer has stop-work authority. See EHS policy TE-POL-01.

PEOPLE

We treat everyone on site with respect: no discrimination, harassment or intimidation in any form. We do not use forced or child labour and do not work with parties that do. Engineers from our network work under written agreements with fair terms and prompt payment.

ACCURATE RECORDS

Timesheets, expenses, calibration sheets, test records and reports reflect what actually happened. We do not backdate, alter or omit records.

RAISING CONCERNS

Concerns about a breach of this code can be raised with the director directly or with the client's compliance contact. They are looked into, and there is no retaliation for raising a concern in good faith.

Signed on behalf of Telic Engineering B.V. (digitally signed)
Remco Petersen, Director · 12 September 2026