

Ethics Policy

Legal Compliance

ITCC International Ltd is committed to complying with all national and local legislation and regulations, including but not limited to employment laws, environmental regulations, and data protection laws.

Accounting

ITCC International Ltd maintains adequate, reliable, truthful, and accurate accounting records in compliance with prescribed standards such as the International Financial Reporting Standards (IFRS) and Generally Accepted Accounting Principles (GAAP).

Competition

ITCC International Ltd competes honestly and fairly without damaging the reputation of our competitors. This includes refraining from making false or misleading statements about competitors and their products or services.

Confidentiality

ITCC International Ltd maintains the privacy of information relating to employees, clients, and other interested third parties in accordance with applicable legislation such as the General Data Protection Regulation (GDPR) and the Data Protection Act 2018.

Conflict of Interest

ITCC International Ltd conducts business with the highest standards of integrity and honesty. Company personnel, agents, and subcontractors are required to disclose any situations where their integrity may be challenged by outside business interests. The company has a formal process for managing conflicts of interest to ensure transparency and fairness.

Gifts/Hospitality/Favours

ITCC International Ltd accepts gifts, hospitality, or favours that are legal, ethical, and of modest value, defined as not exceeding £50 in total value per instance. Gifts, hospitality, and favours will never be solicited by the company or its personnel, agents, and subcontractors. All spending on gifts and hospitality will be properly authorized and recorded in accordance with the company's financial policies.

Respect

ITCC International Ltd treats its personnel, agents, subcontractors, clients, and other third parties with dignity and respect at all times. The company is committed to carrying out its business activities with the highest regard for the environment and the local

communities in which it operates. This includes implementing sustainable practices and engaging in community outreach programs.

Ethical Commitment

ITCC International Ltd places a strong emphasis on achieving a high ethical standard based on integrity, trust, and honesty in all its business operations. The Manager of ITCC International Ltd will monitor and review this policy annually to ensure it remains relevant and effective.