

RESPONSIBILITY FOR OUR WORKING ENVIRONMENT PUBLIC AFFAIRS ACTIVITIES

We participate in social discourse, are involved in a number of professional associations and make sure that suggestions and viewpoints concerning the activities of the legislature, ministries or other authorities are heard whenever these affect the ability of companies to act flexibly. We are able to bring our comprehensive knowledge and many years of experience to bear so that we can help ensure a balanced opinion is achieved while at the same time contributing to the common good.

We are convinced that transparency and compliance with the principles laid out below for public affairs activities help to build confidence. We have, therefore, adopted these principles for all our public affairs endeavours. They apply to all individuals – employees as well as external consultants – who work either for or on behalf of Hays in this field.

Compliance

We and those working on our behalf act on the basis of statutory provisions, rules of conduct and association standards. We completely prohibit any unfair practices such as offering financial or monetary incentives to obtain advantages or benefits. Moreover, we do not induce or encourage others to violate any applicable rules or standards of conduct.

Information integrity

We only use information that is correct to the best of our knowledge and belief and ensure that the information we provide is always compliant. We guarantee the correct and faithful dissemination of facts and information.

Discretion

We treat all confidential information provided to us with the utmost care and discretion.

Openness and transparency

We openly communicate that we act on behalf of Hays and always declare our interests and objectives.

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