

Crowd Ventures Inc.



Code of Ethics

INTRODUCTION

Applying the Code when dealing with cooperation partners, users and all stakeholders in projects that CROWD implements.

APPLICATION

The Code applies to all CROWD' employees, i.e. management and other staff at head office and team leaders, team members, as well as company representatives, and is part of CROWD' employment contracts and contracts with representatives. The Code also applies to consortium partners in projects where CROWD is the lead firm.

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STANDARDS

CROWD deals with people regardless of their gender, age, nationality, ethnic origin, religion, culture, education, social status, disabilities, or sexual orientation. Equal rights principles are observed in all of CROWD' activities, be it at its head office or in the field. CROWD dissociates itself from and does not tolerate bullying/mobbing, sexual harassment and racism.

Legal Obligations

CROWD fulfills its contractual obligations towards business partners and personnel. The company respects the laws in force in your place of incorporation and in the countries where the company is working. In countries outside United States of America, the staff is employed abiding by the relevant labor laws and social standards of the respective country.

Partnership

Partnership is characterized by mutual respect, trust and confidentiality. CROWD strives for a partnership-based cooperation with associate firms, and freelance experts employed in its projects

Conflict of Interest

Any paid or honorary activity of personnel falling outside employment contracts with CROWD requires prior written approval of the management. CROWD' management will not approve activities that imply competition with the work that CROWD is doing.

Bribery

CROWD disassociates itself from active and passive bribery and neither encourages nor tolerates the direct or indirect acceptance of bribes or the offering of bribes.

Gifts

CROWD personnel is not allowed to accept gifts from or to make gifts to business partners.

VIOLATIONS

Compliance with ethical standards is difficult to monitor. CROWD' management, therefore, relies on staff to assess themselves and monitor whether the requirements of this Code are met.

If CROWD' Management becomes aware of the fact that a partner or an employee has violated the Code of Ethics, whether explicitly or by implication, it will act in each individual case by carefully evaluating the degree and the seriousness of the contempt and undertake the necessary action.