

# aetheer<sup>®</sup>

## Ethics and Conduct Policy

Updated January 22, 2024

At Aetheer, we are committed to maintaining the highest ethical and conduct standards in all our operations. Our policy reflects our respect for diversity, inclusion, and equal opportunities for all. Below, we present our Ethics and Conduct Policy, addressing diversity, non-discrimination, interpersonal relationships, and mutual respect.

## 1. Diversity and Inclusion

**1.1 Respect for the LGBTI Community:** At Aetheer, we respect and value gender and sexual orientation diversity. We do not tolerate discrimination based on gender preferences and strive to create an inclusive environment for all members of the LGBTI community.

## 2. Non-Discrimination

**2.1 Prohibition of Discrimination:** Aetheer does not tolerate discrimination against any individual or group based on gender, sexual orientation, race, ethnicity, religion, disability, or any other protected characteristic. This policy applies to both employees and clients.

**2.2 Legal Actions:** In case an employee or client violates this policy, appropriate legal measures will be taken to ensure a respectful and equitable environment.

## 3. Romantic Relationships among Employees

**3.1 Prohibition of Romantic Relationships:** For ethical reasons and to avoid internal conflicts, romantic relationships among Aetheer employees are prohibited. This is to preserve a professional work environment focused on excellence.

## 4. Prohibition of Hate and Racism

**4.1 Rejection of Hate and Racism:** Aetheer condemns any form of hate and racism towards any ethnicity or race. If an employee or client demonstrates discriminatory attitudes, immediate legal actions will be taken.



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## 5. Professional Ethics

**5.1 Unpleasant or Indecent Acts:** Aetheer employees must maintain ethical and professional behavior at all times. Unpleasant, indecent, or sexual acts will not be tolerated and may result in disciplinary measures, including termination of employment.

## 6. Mutual Respect and Client Relationships

**6.1 Respect in Client Relationships:** Aetheer expects employees to maintain professional and respectful relationships with clients. In case of disrespect, lack of dignity, or inequality, legal actions will be taken if necessary to protect the integrity of our employees.

## 7. Reporting Inappropriate Conduct

**7.1 Reporting Process:** Aetheer encourages reporting of any inappropriate conduct or violation of this policy. Secure and confidential channels will be provided to report incidents.

## 8. Ongoing Commitment

**8.1 Commitment to Ethics:** At Aetheer, our commitment to ethics and professional conduct is continuous. We will review and update this policy as necessary to ensure its relevance and effectiveness.

We thank all our employees and clients for contributing to the creation of a respectful and ethical working and collaboration environment.



**aetheer**®

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