

## COOPERATION CODE

# TEAM GAME!



### ✦ We are partners in achieving the Company's goals:

- Work to achieve common goals
- Take responsibility
- Improve processes and build relationships
- Warn colleagues about potential hazards
- Act immediately to resolve issues.

### We are for openness and transparency:

- Provide full information to colleagues
- Share knowledge and experience
- Provide colleagues with accurate and constructive feedback
- Receive feedback gratefully and strive to understand it
- Admit our mistakes and learn from them.



### We treat each other with respect and trust:

- Appreciate every team member and their contributions to the overall result
- Offer solutions instead of criticism
- Support each other and always thank colleagues for their help
- Direct efforts to solve problems, not search for those responsible
- Treat our colleagues' ideas and problems with attention and interest.

### We absolutely do not support and will promptly stop:

- × Corporate Ping Pong
- × Token efforts, negligence and indifference
- × Delaying processes and solutions
- × Shifting responsibilities to colleagues
- × Unconstructive criticism.

