



CODE OF PROFESSIONAL ETHICS FOR SENIOR EXECUTIVES OF IRITEC HOLDING



Preamble

Senior executives of IRITEC Holding play a pivotal role in shaping the ,organizational culture guiding professional conduct, and realizing the organization's core values.

Accordingly, the expectations placed upon senior executives go beyond the general obligations applicable to employees, and they are expected to serve as practical role models of professional ethics throughout the organization .



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■ Article 1 – Principle of Role Modeling

Senior executives are required to:

- Act as role models for the organization in all decisions and professional conduct.
- Ensure consistency between their words and actions.
- Refrain from any conduct that could damage the reputation or credibility of the organization.

■ Article 2 – Principle of Accountability

Senior executives bear direct responsibility to:

- Be accountable for the performance of the units under their management.
- Properly document significant decisions.
- Uphold accountability toward the Board of Directors, shareholders, and other stakeholders.

■ Article 3 – Principle of Ethical Decision-Making

In all managerial decisions, the following considerations must be addressed simultaneously:

- The legitimate interests of the organization;
- Legal requirements;
- Ethical values;
- Social and environmental impacts;
- The rights of stakeholders.

■ Article 4 – Conflicts of Managers' Interest

Senior executives are required to:

- Disclose any actual or potential conflict of interest.
- Refrain from participating in decisions related to their personal interests.
- Avoid using their organizational position for personal gain.

■ Article 5 – Conduct Toward Employees

Senior executives are committed to:

- Creating a work environment founded on respect and trust.
- Preventing discrimination and any form of humiliating or degrading behavior.
- Supporting the professional development of employees.
- Promoting a culture of open dialogue and the expression of concerns.

■ Article 6 – Organizational Integrity

Senior executives are responsible for preventing, within their area of responsibility:

- Corruption;
- Collusion;
- Abuse of authority;
- Conflicts of interest;
- Disciplinary violations.

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The Managing Director and The
Vice-Chair of the Board, IRITEC

