



## **ESPORG ETHICAL GUIDELINES**

### **I. Membership of ESPORG on fair and equal terms**

A member of ESPORG:

- As a *parking operator*, ensures the registration of all its SSTPAs within the membership of ESPORG.
- As an *associated member* where the company/organization and/or the shareholders and/or the management team have a majority share of SSTPAs, ensures (in addition to its associated membership) the registration of the SSTPAs as individual members of ESPORG.

### **II. Competition on fair and equal terms**

A member of ESPORG:

- Does not bring competitors, partners nor the ESPORG organisation into public discredit.
- Does not participate in price agreements that forcibly remove competition.
- Respects current legislation, the right of authorities to control and sanction, and judicial decisions, including but not limited to anti-bribery and anti-corruption legislation.

### **III. Proper working environment**

A member of ESPORG:

- Has a respectful approach towards all employees and considers them important resources.
- Has a respectful tone towards partners and clients.
- Respects the current employment and social legislation in force.

### **IV. Security as high priority**

A member of ESPORG:

- Highly prioritizes safety and security for its customers, employees and partners.
- Has clear safety and security procedures for all operational tasks within the company and/or premises

### **V. Professional management**

A member of ESPORG:

- Acts responsibly regarding professional, operational and financial matters
- Has an ongoing focus on development and improvements.

- Is in a healthy financial situation, free from any legal or other conflicts with existing ESPORG members and/or associate members and/or other entities affiliated with ESPORG, and not engaged in legal issues that may be detrimental for the reputation of ESPORG and/or its members.

## **VI. Positive representation**

A member of ESPORG:

- Is transparent and responds honestly and openly to inquiries from the public.
- Helps to create a trustworthy image of our profession.
- Honors the integrity of the organisation in all its activities.

## **VII. Environmental considerations**

A member of ESPORG:

- Has an ongoing focus on streamlining and optimizing energy utilization in daily work.
- Is positive about trials and projects that can help streamline and reduce the impact of its operations on the environment and climate.

## **VIII. Failure to comply**

Failure to comply with any of the above ethical guidelines will result in the following: the member will be presented to the Board, who will then discuss and decide on the appropriate disciplinary action, which can include immediate expulsion from the organisation.