

# **Code of Corporate Ethics of the JSC FGC UES**

## **I . Basic Principles.**

We observe principles of delegation of authorities:

- it is impossible to delegate responsibility without authorities and delegate authorities without responsibility;
- if you have nobody to delegate your authority to, then do it yourself;
- for every task there is a responsible person. All those who would like to help and those who are dissatisfied, address this person first of all.

We do the job using only one approach and one try –once and for all, without repetitions.

When doing business together with our colleagues:

- we do not write papers, if the issue is being decided in oral conversation;
- we observe rules of subordination, but we defend our viewpoint until decision has been made;
- we discuss suggestions on «how to do it», instead of finding reasons «why it is impossible»;
- we say what we think, instead of saying what is to be said.

Everything that is being done in the company, concerns every one of us personally; everybody who has seen a problem and has not helped to eliminate it, is as guilty as the directly responsible performer of the task.

Do not pass by any wrong thing, as if you have nothing to do with it...!

In our company, we have established the rule of inevitability of reacting to results of your work and behavior: everything that you bring into the company, will be evaluated by our management - success will be rewarded, your conscientiousness and stability will enable you to conform to requirements of the company, while frequent failures, wish to avoid hard work, destruction of positive social environment will be punished by all means.

The JSC FGC UES is a company with strong and transparent motivation of achievements. The company encourages its best employees with bonus funds, and entrusts new functions and projects to them.

Nobody here can undergo any form of punishment, demotion in job position or a cut in the salary, etc. without getting explanations about the reasons, and without any opportunity to explain.

If a vacancy appears in a subdivision, our company's employees have a priority right to occupy the vacant position - with all other things equal.

We are opponents of redundancy of human resources.

We are a strong company protecting its employees in the outer world.

## **II. Requirements Posed to Our Employees**

We must have such people working together, who are most competent in their respective fields: we help our employees to build up their competence both inside the company, and in organizations that are our partners.

We are an effective company of effective experts and managers, working for the ultimate goal. If our organization fails to achieve its objectives, this will mean a failure in the work done by each of us. Every employee ruining his sector of work, destroys work results of others and the company's performance as a whole. The result produced by each of us, must be measurable and best possible.

Working here are people whose personal goals conform to objectives of the company.

Every one of us is part of the company and we behave worthy and decently.

We are an ambitious company manned with enterprising people having energetic and optimistic attitude toward life.

Our motto is: «A sound mind in a sound body».

We protect our own life and the lives of our colleagues.

### **III. Interdictions**

We have interdiction laws prohibiting any actions violating business partnership in our organization, including:

- non-coordinated decisions infringing on interests of others;
- systematic non-performance of obligations;
- killing or wasting time, because of disorganization or bureaucratic formalism;
- «squealing» and whispering groundless claims against someone when there are no reasons for claims.

We draw a line between our personal relations and official ones - therefore we do not welcome close relatives working in one and the same subdivision

- on administrative positions;
- in case of their direct subordination to each other and especially if their activity is connected to managing and supervising financial and material resources.

It is forbidden to exert influence on chiefs of subdivisions for the purpose of hiring, promoting and replacing employees.

It is forbidden to falsify or distort information, reports, and other documents presented to colleagues and chiefs. Any employee who has recognized, honestly and in due time, his/her mistakes and errors, is not to be punished, but has a chance to prove his/her professional competency in practical work.

We do not welcome participation of our employees in management of other companies, unless this managerial work is agreed upon by our company's management. An employee is obliged to inform his/her chief at the start of employment (during activity in the company) about his/her participation in managing other companies.