

Workplace Code of Conduct

When joining Mentis Cura, employees must read and agree to the following Workplace Code of Conduct that is published in the company handbook.

“At Mentis Cura we operate on an equal basis and as one team. We're all working towards a common goal and benefit from our co-workers' well-being and success.

We honor direct, honest and respectful communications. We build our working relationships on fairness, trust and truthfulness, both internally and externally.

We're lawful and ethical in all our work and dealings and rise under our individual obligations to report any concerns about compliance with the law and ethical norms.

Harassment and violence in any shape or form, verbal, physical or psychological, is not tolerated. This includes, but is not limited to, sexual harassment, discrimination and bullying. Should you feel subject to harassment and/or violence, or witness such behaviour, please contact your immediate supervisor, a member of the company's management, human resources or, if all internal procedures fail, your confidential representative at your trade association.

All employees of Mentis Cura are to follow this Code of Conduct. Managers are especially expected to always lead by example, help other employees know and understand this code and to contribute to a company culture where people feel comfortable sharing their concerns and to then act appropriately upon them.

Concern about or suspicion of a breach of this Code of Conduct can and should be reported to management, directors of the board, an HR representative or a trade union representative, if internal lines of communications fail.”