

➤ **ECCT Mission and Vision Statment**

The success of ECCT is driven primarily by the Company's employees through their skills, their commitment and their constructive cooperation. This knowledge forms the heart of the Human Resources Policy at ECCT. Our fundamental values intended primarily to support the creation of a culture of trust, assist employees in assuming personal responsibility and promote teamwork and cooperation.

➤ **Respect and Trust**

Through esteem as a basic attitude towards all employees, we create a culture of mutual trust. The employees are comprehensively informed about the Company's aims and objectives. Managers explain decisions in clearly understandable terms.

➤ **Performance**

Our employees drive the success of our company. To maintain our level of success, each and every individual must contribute and develop his or her skills. We want our employees to be among the best in their field. We expect that our employees will always act in accordance with the law and in compliance with the highest ethical standards in their business activities.

➤ **Equal opportunities**

Our employees have equal hiring and employment opportunities regardless of race, color, gender, age, religion, or disabilities.

We regard diversity of cultures, religions, skin color, ethnicity, gender and age as a valuable source of talent, creativity and experience.

➤ **Develop employees**

Our managers make every effort to fully develop employee capabilities and personal qualities. They strive to ensure that the professional and social competence, the personality and the leadership abilities of employees are adequate for their tasks, and that they are deployed accordingly.

➤ **Recruit proficient employees**

The recruitment and selection of new employees is crucial for the Company's success. Accordingly, we approach this issue in a highly professional and diligent manner. When seeking new staff, as a general rule we employ a job description along with specifications for the position. Even when we are under pressure of time, we do not take any shortcuts in assessing the suitability of new employees.

➤ **Promotions and Compensations**

A performance appraisal meeting is held at least once a year between each employee and his or her line manager. Our managers agree on achievable and measurable goals with their employees. These targets, together with the job specifications, form the basis for transparent, accurate and fair assessment of performance and conduct.