

Code of Conduct

Radiolutions
SWISS MEDICAL RECRUITMENT



Confidentiality and
Data Protection



Responsibility



Human Rights



Conflicts of
Interest



Passion



Anti-Bribery and
Anti-Corruption



Laws and
Regulations



Entrepreneurship



External
Communication



Team Spirit

Code of Conduct of Radiolutions AG/LLC

Trust: The Foundation Stone

As the market leader in the field of executive medical recruitment, we help physicians to find their dream job and healthcare institutions to find their desired candidates. We create a **transparent** and **trust-based** win-win situation for both doctors and hospitals. Our success therefore depends on the trust placed in us by all stakeholders.

With the following code of conduct, we lay the foundations for building, maintaining and strengthening this trust! All our employees are personally committed to these values and guidelines – regardless of their position, country or business unit/subsidiary.



Dr. med. Adel Abdel-Latif

Chairman | CEO *A. a. l.*



Marius Ernst

COO *M. Ernst*



Confidentiality and Data Protection

- **Personal information** of our clients, partners, candidates, applicants or employees will **not be disclosed** to **unauthorised third parties**.
- **Discretion** of our doctors and the health institutions is **maintained at all times**.
- Only after a **written declaration** we will **pass on data** to the respective **interested parties**.
- We **protect sensitive data** by taking **measures** to ensure its confidentiality.
- The provisions of **data protection** and the **duty of confidentiality** are always observed. We do not provide information about customers or employees to unauthorised third parties.

Responsibility

- We are **market leaders** – our goal: to bring together excellent physicians with the leading medical institutions! To ensure that patients receive the best possible medical care.

Human Rights

- We **do not discriminate!** There is no discrimination based on gender, ethnic origin, race, religion, age, sexual orientation or similar.
- The working **environment values** the **dignity** of the individual and promotes **mutual respect**.
- **Laws** and **regulations** regarding **employment** and **human rights** are respected.
- **Humanity** comes **before profit!**

Conflicts of Interest

- We **avoid conflicts of interest!**
- We consider conflicts of interest to be those in which **individual, personal interests** have a **detri-mental effect** on the interests of Radiolutions AG/LLC.
- Decisions are made in which the interests of Radiolutions AG/LLC take **precedence over personal interests**.

Passion

- Everything we do, is **done with passion!**
- Every year, we **connect count- less physicians** with the **best medical institutions**. We **guide** both parties through every step of the way, and **provide know-how** to **support** them!



Anti-Bribery and Anti-Corruption

- We have a **zero tolerance policy** towards any kind of **direct** or **indirect bribery** and **corruption**!
- It is **strictly forbidden** to **accept gifts** or **other benefits**.
- We **support efforts** to **fight bribery** and **corruption**.

Laws and Regulations

- As an **internationally operating company**, we observe all **relevant laws and regulations** in all the countries we operate in!
- This includes, amongst many others, the respective employment, social security, immigration and data protection laws.

Entrepreneurship

- We are **entrepreneurs** – **all the way through!**
- We are **pioneers** – and test the most **innovative methods!** And we learn quickly from successes and failures.
- We have a **maker-mentality** – quitting is not an option!
- Thinking out of the box: We work with **creativity** and with a **solution-oriented mindset**.

External Communication

- External communication is **clear, precise, credibly, consistent** and **responsible**.
- **No political statements** are communicated to the public.

- When appearing in public, ensure that the clothing is suitable:
 - Men: dark suit
 - Women: dark blazer and blouse

Team Spirit

- Radiolutions employees call themselves **"Radionauts"**. This term combines the following points:
 - Familiar contact and appreciation among each other
 - Interest in each other, fun at and alongside work
 - Collegial helpfulness and support
 - Networked thinking, for example through brainstorming
 - Open and transparent communication
 - Working together hand in hand

