Basic rules of professional ethical conduct

At ANAV, we act with integrity, responsibility and respect. These guidelines guide our decisions and professional relationships.

PRINCIPLES OF CONDUCT

01. IMPARTIALITY AND NON-DISCRIMINATION
We treat all people with respect, fairness and without discrimination.

02. HONESTY
We act in good faith, with rigour and transparency in our relationships.

03. CONFLICTS OF INTEREST
We prevent personal interests from influencing professional decisions.

04. CONFIDENTIALITY
We protect sensitive information and use it only for professional purposes.

05. FAIR EXERCISE OF AUTHORITY
We exercise authority objectively, proportionately and respectfully.

06. PERSONAL INTEGRITY
We remain consistent in what we think, say and do.

07. INTEGRITY OF INFORMATION
Information must be truthful, complete, clear and transparent.

08. TASKS AND CONTRACTS
We fulfil our obligations with professionalism, diligence and quality.

09. SUSTAINABLE RELATIONSHIPS
We act in good faith and seek balanced, lasting solutions.

10. FAIR COMPETITION
We compete while respecting the rules, the market and our business partners.

11. COLLECTIVE RESPONSIBILITY
We contribute to the social and economic development of our communities.

12. ENVIRONMENTAL PROTECTION
We protect the environment and use resources responsibly.

OUR COMMITMENT

These rules guide the professional conduct of everyone acting on behalf of ANAV.

INTEGRITY · RESPONSIBILITY · RESPECT

Consult the Ethics Channel and internal regulations whenever you need guidance.