

Code of Ethics

This Code of Ethics is the result of the agreement agreed in principle by the members of the Hungarian Outsourcing Association (hereinafter referred to as the Association) to define and establish a mutually agreed set of ethical principles for their activities. The primary purpose of fixed and verifiable rules is to reinforce the authority of the profession in the market for clients, employees and subcontractors, and to contribute to the development of an operating range of services based on business and human ethics.

The members of the Association (members) agree to act in accordance with the ethical principles when carrying out their work in a variety of different business settings and methods. Members shall conduct their activities in accordance with the professional and ethical principles adopted by the Association and shall at all times vigorously uphold those principles.

1. Members are aware of the role and importance of their profession in the service industry and the labour market. They are committed to upholding and enforcing legal regulations and laws in accordance with their company role.
2. Members shall not enjoy any undue advantage in accordance with unfair market practices. They will not offer or accept any benefit that is not included in a contract specifying the value of the work undertaken.
3. Members are committed to the fair treatment of competition. They are solely focused on their own successful performance, not on hindering, discrediting or not on any negative attitude towards the competitor.
4. Members may only undertake tasks that are in keeping with their professional competence, capacity, capabilities and experience. If working with a service provider outside the Association, it is the Member's responsibility to ensure a professional and high level of performance.
5. The members of the Association undertake to provide customers with accurate information on their methods, capacities, tools used and work processes, and to ensure that they can check this information.
6. The Members consider it a priority to work with jobseekers and employees who are registered with them and to keep the confidentiality of the data and information relating to them, their employees and contracting partners.
7. The Members shall apply the expertise, business or technological knowledge that they have obtained from their respective suppliers or contractors solely for the purpose of entering into or completing the transaction. The obtained information will not be disclosed or used for personal purposes without the consent of its owner.
8. If Members become aware of a situation which may substantially affect their independence and objectivity, they shall seek the opinion of the Ethics Committee of their choice.
9. Members shall have the right to dissent from the position of the Association, but this shall be subject to the Association and it shall be their duty to bring this to the attention of all concerned.
10. Each Member shall be required to warn directly any member of the Association that violates or deviates from the rules set out in the Code. Members who repeatedly commit a breach of the rules shall be liable to the Ethics Committee of their choice.

By joining the Association, members are bound by the requirements of the Code of Ethics and undertake to conduct their activities in accordance with this code. Serious breaches or repeated non-compliance with the Code of Ethics will result in expulsion from the Association and publication in the Association's internal forums.

In matters relating to the requirements of the Code of Ethics, the word of the elected Ethics Committee shall be binding on the Members.