

MARCH 2020

# ME PL SOLUTION CODE OF CONDUCT

THE VALUES WE SHARE.



ME PL

Prepared by: MEPL Solution Team  
Tailored IT Solution

Approved by: Marcin Trofiniak  
Founder and CEO

**01****FOREWORD**

At ME PL Solution we strongly believe, that acting ethically in business is not just a word used to look better from outside. We are committed to act morally and ethically with all our heart. The rules you are about to read apply to everyone at ME PL Solution. But let's face it, our company consist of humans, and humans are prone to commit many sorts of mistakes. That is why any form of insubordination to the rules presented here should be immediately reported to Marcin Trofiniak, who is CEO and Founder of ME PL Solution.

This code of conduct is ME PL Solution's way of putting values we share into practice.

**WHO IS OBLIGATED TO HONOR OUR CODE?**

Every person who is authorized to represent ME PL Solution is obligated to conduct accordingly to our Code. Every failure in doing so, leads to disciplinary action and might terminate the employment. Insubordination of our Code concerns our Partners as well and may result in termination of any form of partnership we have.

Any concerns related to the code of conduct should be reported to CEO.

**02**

## **PROHIBITED AND UNSUPPORTED ACTIONS**

We are strongly against any form of corruption. As a post Soviet country we know what corruption mean, and don't want to repeat it. Big or small, corruption is corruption and should be punished immediately.

### **AS SIGN OF CORRUPTION ME PL SOLUTION UNDERSTANDS:**

- Inappropriate gifts or entertainment provided to client or received from client during negotiation process or being promised to be received/provided after the positive outcome of negotiations,
- Any conflicts of interests like sharing confidential information which are not publicly available or using them to gain profit,
- Any kind of financial gifts between ME PL employees and clients. No matter of how big is the amount,
- Any attempts to monopolize any part of market.

**03****ANTI-MONOPOLY**

As a company, we are strong supporter of the idea of anti-monopoly. We believe that monopoly is unhealthy for any market, and sooner or later will become a problem off us all. No company should have the whole share of the market, including us.

**FREE MARKET**

Our anti-monopoly attitude naturally leads to other conclusions. Past times taught us, that any form of regulation is not the best idea. Free market was something that our Parents, and their Parents dreamed off. We strongly support free market and for that reason we respect our Partners choices including not choosing us.

**PARTNER IN BUSINESS  
ABOVE ANYTHING**

We place our Partner on the first place. We won't do anything that can lead to loss, even if that would mean some benefits for us. We won't sell anything that is not beneficial for our Client, including Salesforce's products which are not necessarily useful in this particular case.

## 04

## KNOWLEDGE SHARING

We strongly believe, that sharing is a form of giving back to the society. For that very reason, we decided to create a blog under our website, where we are sharing the knowledge to the society. We do the same for our Partners. We want them to be able to guide their CRM systems accordingly to their needs without our help- or with the very little help.

## IF YOU SEE SOMETHING, SAY SOMETHING

Any forms of violation of our Code of Conduct should be reported immediately to:

**Marcin Trofiniak**, Founder and CEO

ME PL Solution

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