



ETHICAL CONSIDERATIONS OF MASCOT SPINCONTROL INDIA

“Our Company’s ethical values are expressed in the way we work.”

- **PROFESSIONAL:** We are committed to provide high-quality service and to be a leading laboratory for cosmetic testing in India. We work together for the continuous improvement of our skills by training & collaboration with our group companies.
- **RESPECT:** We respect our employees, clients, volunteers, suppliers, we respect the regulations, good clinical practice and labour laws of India.
- **OPENNESS:** We are willing to receive ideas, opinions and feedback, from our clients, suppliers, employees and volunteers. We are committed to communicate with transparency.
- **RELATION:** We are committed to building lasting relationships with our clients, volunteers, suppliers and employees, based on mutual trust.
- **REWARD:** Employees are responsible for the performance and reputation of Mascot Spincontrol India and should be rewarded for their efforts. Without volunteers, performing studies is impossible. They deserve our best consideration.
- **FAIRNESS:** Justice, honesty, equality and solidarity between managers and all employees are essential for effective functioning of Mascot Spincontrol India as well as providing highest quality standard service to our clients.