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# Ethical rules

As a member at The Swedish Competence Agencies you are to follow these ethical rules, which will support you in your daily business.

**Customer responsibility**

* We ensure discretion regarding conditions within user companies.

**Candidate responsibility**

* We make selections solely based on competence.
* We do background checks and take references solely with the consent of the candidate.

**Client responsibility**

* We treat information about the individual's personal circumstances confidentially and do not share it with anyone without the individual's consent.

**Employee responsibility**

* We choose employees solely based on competence, without arbitrariness. We apply the employment- and working conditions agreed upon in the industry.

**Industry responsibility**

* We respect our competitor’s business relationships and seek to promote free and open competition by applying proper and business-like action regarding other contractual relationships. We ensure the seriousness of subcontractors and partners.

**Responsibility in regard to parties**

We contribute to the development of the collective agreements and the corresponding rules of the market. We remain neutral in labour market conflicts.

**Social responsibility**

We contribute to the industry's good reputation amongst authorities and organizations. We work towards developing social regulations in the labour market.