



Ethical Code of MÚISZ School Cooperative

Introduction

MÚISZ School Cooperative is committed to high ethical standards, transparency, and fair business practices. In our services—such as employing high school and university students for temporary and internship positions, posting job advertisements, and recruitment activities—responsible behavior is paramount, serving the interests of all involved parties (students, partners, employees).

1. General Ethical Principles

1. **Integrity and Honesty:** We conduct all activities transparently and reliably. Fraud, deception, or misleading information is not tolerated.
2. **Sense of Responsibility:** We are responsible to the students, partners, and communities we work with, paying special attention to respecting everyone's interests.
3. **Respect for Human Dignity:** We ensure equal opportunities for participation in the labor market for all involved, free from discrimination. We respect individual dignity, rights, and privacy.

2. Ethical Guidelines Related to Students

1. **Fair Treatment:** We offer equal opportunities to all students, regardless of gender, age, origin, or other personal characteristics.
2. **Transparent Communication:** We provide clear, accurate, and timely information about job opportunities, wage conditions, working hours, and other important details to students.
3. **Support for Development:** We support students in accessing job opportunities that promote their professional and personal growth.

4. Collaboration with Partners

1. **Respect and Trust:** We prioritize mutual respect, transparency, and reliability in our collaboration with business partners, always acting according to the agreed terms.
2. **Responsible Workforce Mediation:** We recommend students with the necessary competencies and proper preparation to our partners, ensuring ethical workforce mediation under all circumstances.
3. **Long-term Cooperation:** We strive to build long-term, sustainable relationships with our business partners, guided by shared values.

4. Job Advertisements and Recruitment

1. **Credibility:** We provide accurate and truthful information in job advertisements. We do not promote positions that do not meet legal or ethical standards.

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2. **Consideration:** We carefully select the companies we advertise for, collaborating only with reliable partners.
3. **Ensuring Equal Opportunities:** We ensure that all applicants have equal chances and are not disadvantaged due to personal characteristics in job advertisements and the recruitment process.

4. Internal Ethical Standards for Employees

1. **Teamwork and Collaboration:** Mutual respect and support are essential in our team collaboration, with everyone responsible for maintaining a positive work environment.
2. **Continuous Development:** We expect our employees to continuously enhance their knowledge and stay updated on labor market changes, enabling us to provide the best service to our partners and students.
3. **Integrity and Confidentiality:** Employees must keep confidential information about students, partners, and the organization secure and must not use it for personal gain.

5. Compliance and Management of Ethical Violations

1. **Supervision and Monitoring:** MŰISZ regularly monitors compliance with ethical standards, ensuring all employees and stakeholders are aware of the code's provisions.
2. **Handling Ethical Violations:** Any ethical violation or misconduct triggers an immediate investigation, with necessary actions taken as required.
3. **Sanctions and Restoration:** Violations of ethical rules are subject to appropriate sanctions, but we also emphasize opportunities to correct mistakes and restore the situation.

Closing Provisions

MŰISZ School Cooperative upholds high ethical standards in all activities and is committed to continuous improvement to meet the needs of students and partners at the highest level.

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