

Ethics Statement

Integrity, transparency, and responsibility characterise the way we conduct business. Operating with a strong sense of integrity is critical to maintaining trust and credibility with our customers, partners, employees, shareholders, society, and other stakeholders. Such trust and credibility require truthfulness and openness in how we conduct our business.

RCA expects and demands that at each of its airports and other business operations, all of its employees, and Directors carry out their business and perform their duties to the highest ethical standards and in compliance with all relevant legal principles.

General Principles

For us to be a sustainable business we need a trustworthy and reliable relationship with all our stakeholders. Building and preserving this trust is based on the respect for our values by every employee, and our own responsibility to act ethically in all of our operations. RCA and its employees will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions. We will conduct our business in a competent, fair, impartial, and efficient manner.

Health and Safety

RCA is committed to providing a safe and healthy working environment for all of its employees. There is a programme of regular health and safety audits and safety training in place.

Environment

We respect the environment and the need to protect it and minimise the impact our operations have on it. We are ACA accredited and engaged in a continuous programme of improvement on environmental issues.

Employees

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Employees are offered a safe and healthy workplace and we will not tolerate any form of harassment.

Customers

RCA will take care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements. We seek to build long term relationships with our customers by being honest and straightforward in our dealings at all times.

Suppliers

Suppliers will be chosen on the basis of integrity, Health and Safety performance, quality, and price. Our choice of suppliers will be made objectively. Honesty and openness will be paramount in our dealings with our suppliers.

Competitors

RCA will build its reputation on the basis of its performance alone. It will compete vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.

Government, Regulators, and Legislators

RCA will comply with international, national, and local legislation affecting its operations. It will meet its tax obligations.

Giving and Receiving Gifts and Entertainment

Employees will neither seek nor accept for themselves or others any gifts, favours, or entertainment without a legitimate purpose.

Bribes and Corrupt Practice

RCA does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form.