

ETHICS CODE

Statement for the GeeksHive model

GeeksHive Community is a global corporate organization that seeks through the usage of new digital technologies to develop the biggest group of IT specialist technicians on the planet. In order to achieve it, GeeksHive implements its certification program to the model which implies the acquisition of knowledge, cultural values and ethical principles Geeks must abide by, share, defend and transmit to their peers.

Certification to the GeeksHive model invest whoever acquires it with the faculty to bring an specialized computer technical support, which implies, apart from knowledge and technical tools, human and social values based on collaboration, tolerance, respect for diversity, passion for technology, democratic spirit, care for nature and coexistence in global concord.

By this manifest we state and settle our Ethics Code for the practice of our career.

PRELIMINARY TITLE

Article 1

This Ethics Code for the GeeksHive model is intended to serve as a conduct norm to every and all Geek in possession of active certification to the model, en the practice of their expertise without regard of the means adopted. GeeksHive community endorses it and will judge the professional practice of their certified members in compliance with it.

Article 2

Geek's practice is governed, above all, by universal principles of coexistence and legality democratically established in the States (countries) where the GeeksHive model is developed.

Article 3

In the practice of their careers, Geeks agree to abide by explicit and implicit laws that govern their social environment, regarding them as elements of the situation and estimating the consequences that the compliance or infringement of them may have in their professional practices.

Article 4

Certified Geeks of GeeksHive will reject any kind of obstacles or locks related to their professional independence and the legitimate practice of their specialty, within the bound of the rights and duties defined by the present Code.

I. GENERAL PRINCIPLES

Article 5

Professional practice of certified Geeks of GeeksHive model is intended to be exclusively for commercial and corporate purposes aiming to combine efforts and knowledge, bringing a technological and marketing tool that allows them to offer their clients online e-commerce of computer products and supplies, competitive service of consulting and computer repair related to the current and global market of IT item.

Article 6

The career of Geeks in GeeksHive model is governed by common principles to every professional deontology regarding individuals, defense of human rights, sense of responsibility, integrity, honesty toward their clients, discretion implementing tools and techniques, professional competence, solidity in the objective and scientific foundations of their specialized interventions.

Article 7

The certified Geek of the GeeksHive model shall not engage in or contribute to practices violating people's freedom, their physical or mental integrity or the normal operation of companies and institutions in the States. Direct intervention or collaboration in criminal acts constitutes a serious violation of professional ethics of Certified Geeks of the GeeksHive's model. They will NOT participate in any way, either as researchers, advisers, concealers, in any degrading practice without regard to: the victims, the accusations, the suspicions they are subject to, the information they want to get out of their victims, any armed conflict, civil war, revolution, terrorism or any other activity by which they attempt to justify such procedures.

Article 8

Every certified Geek must report to the Program Partnership (administrator body - pp@GeeksHive.com.ar) any violations of this code

on behalf of another Certified Geeks of the GeeksHive Community.

Article 9

Certified Geeks of the GeeksHive model shall embrace racial, religious, cultural beliefs, political ideas, social class, physical or mental conditions and sexual orientation differences of their Community partners and from any other person directly or indirectly related to the model. Enhancement of differences and embracement of human diversity are cultural and ethics principles of GeeksHive.

Article 10

Certified Geeks of the GeeksHive model shall not make any discrimination in their service delivery based on birth, age, race, sex, creed, socioeconomic condition or any other difference.

Article 11

Certified Geeks of the GeeksHive model shall not take advantage for their own or for other people's profit of the superiority or power-knowledge situation in which they might be in front of their clients due to the practice of their career.

Article 12

Certified Geeks of the GeeksHive model shall not engage in any artifice to attract other Geeks's clients for their own or for third party's benefit even with the pretext of bringing a better service. It is a Geek's duty to respect and uphold their partners' client portfolios and require them to offer a suitable service, having to denunciate any abnormality to the Program Partnership. In the event that integrity or quality of the service is questioned, omission or concealment on behalf of any Geek will be severely handled.

Article 13

In the presence of personal or institutional interests in conflict, Certified Geeks of the GeeksHive model will seek to perform their practices in an impartial manner. In the presence of two opposed goods they will have to choose the one that generates, at their discretion, lesser damage or loss. In case of doubt or conflict, they will be able to demand consulting from Program Partnership in order to make a decision (both in issues related to the technical device as well as the community and its users) Any incompetent act produced by self-sufficient attitudes will be handled by Program Partnership as negligent acts.

II. SPECIALIZED SERVICE

Article 14

Certified Geeks of the GeeksHive model shall never deliver their services whenever there is certainty they might be misused or used in detriment of legitimate rights of people, groups, institutions, companies and communities in their many expressions.

Article 15

When delivering an specialized service, every certified Geek of the GeeksHive model will bring accurate information about the characteristics of the professional relationship established, the problems he/she is trying to solve, The purposes he/she aims and the method to be used. In any case, the Geek will avoid people's manipulation by using his/her knowledge and will seek to achieve their satisfaction, development and autonomy.

Article 16

Certified Geeks of the GeeksHive model shall conclude their services and not lengthen them once the proposed goals have been reached. Besides, in cases where, after a reasonable period of time, with the tools, cooperation and knowledge available The problem could not be solved they will suggest that other Geeks could deliver the service. Furthermore, Geeks have the right to demand help from their community and, in the same manner, they have to collaborate selflessly with other Geeks whenever there are inconveniences or challenges hard to solve.

Article 17

Certified Geeks of the GeeksHive model shall not take on service deliveries that exceed their expertise, physical or temporal capacities, Personal or professional development level. In order to strengthen their community, they will seek to delegate the situation to more experienced or disposed Geeks, without expecting any economic compensation.

Article 18

Under no reason, clients' freedom to discontinue a service or turn to another professional will be restricted. On the contrary, their well informed decision-making ability will be stimulated. Geeks can reject to synchronize their service With a different one delivered by a non-certified professional of the GeeksHive community.

Article 19

Certified Geeks of the GeeksHive model will never take advantage of the power they acquire because of their specialty to claim their clients inappropriate working conditions or higher remunerations than those acquired under normal conditions and adjusted to market coherence. Moreover, they will not participate in confusing situations in which their role or function is vague or ambiguous and different from the ones of the GeeksHive Community.

Article 20

Certified Geeks of the GeeksHive model will never make markups that may cannibalize, distort or damage the commercial model as it was conceived by its developers. Geeks must commit themselves to keep updated in relation to future changes concerning the macro and microeconomics vision.

Article 20 bis

In the same manner, Certified Geeks of the GeeksHive model are expected to identify themselves with their community's cultural and services vision working to strengthen and uphold it, even if they do not entirely agree with it. If they have different points of view they can express them in any of the several community conferences or through the communication means disposed by the Program Partnership.

Article 21

Certified Geeks of the GeeksHive model shall not interfere with interventions began by other Geeks, even though it is expectable that they can notify of any situation they consider risky or even to share their visions with the Geek in charge. In these cases, omission acts by speculation or indifference will be deemed as negligent or irresponsible acts.

Article 22

In the event that a certified Geeks of the GeeksHive model are asked to provide consulting or to perform campaigns of commercial advertising, political or alike they must seek for the accuracy of the contents and respect for people.

Article 23

Certified Geeks of the GeeksHive model will have to perform any Customer Review required by the Community to contribute to the optimal functioning of the model.

Article 24

Certified Geeks of the GeeksHive model must be careful not to create false expectations if they will be incapable of fulfill them later, or if they are beyond the measurable possibilities depicted by the model.

III. TECHNICAL USE OF THE MODEL

Article 25

Certified Geeks of the GeeksHive model must study and approve responsibly the Official Manual for Extranet use. They have to be constantly seeking an adequate, rational and proper use, deepening about different tools, updating and teaching others the things learned.

Article 26

Certified Geeks of the GeeksHive model must use extranet to its optimal technological and management possibilities. Committed to web2.0 vision they will avoid elementary working manners, whether they are out of laziness or of Ignorance. Geeks may demand their community the technical training they need to a better use of extranet.

IV. RESEARCH AND TRAINING

Article 27

Certified Geeks will seek to contribute to the development of the GeeksHive Community achieving new technological information knowledge, researching on their specialty, complying with the rules and demands of scientific work and exchanging their knowledge to other Geeks through teaching activities.

Article 28

Certified Geeks of the GeeksHive model must accredit training received and brought within their community according to the norms of the Participation and Community Belonging Scale. In the same way, they will participate in online activities, meetings and disembarkations, boosting community growth with their testimonials.

Article 29

Certified Geeks of the GeeksHive model must be careful when handling client equipments or community tools with investigatory purposes,

having to attain notified consent of their proprietors in each case.

V. COLLECTION AND USE OF INFORMATION

Article 30

Certified Geeks of the GeeksHive model shall manifest respect for their clients' rights regarding confidentiality. Given the case of support of equipment containing personal information, and of domiciliary visits, Geeks will proceed with caution handling the information, requesting their clients only the information useful to the purpose of the service they are delivering and with the corresponding authorization.

Article 31

Whenever a service must be delegated to third parties, because of the Geeks' own decision or due to the client's request, the Geek involved will have to perform a responsible transmission of the information with prior express consent of the interested person and within the limits of the authorization.

Article 32

During their permanence in the GeeksHive Community as certified member, the Geek will have to keep a confidentiality attitude towards in-house processes and the development of ideas, strategic analysis and with any information collected with the sole purpose of Participate in the internal processes of the community.

Article 33

Every report the Geek must draw up within the community is bound to the above mentioned confidentiality and treatment regards.

Article 34

Certified Geeks of the GeeksHive model shall never use the information professionally collected on their own or for third parties' benefit nor to harm the interested person.

Article 35

Oral, written, audiovisual or any other kind of expositions, of illustrative cases with didactic, communication or popular science purposes must be performed watching over images of clients or companies related to the broached subjects.

In the event that the means used to these expositions involve the possibility of identification

of the individual, prior express consent will be required.

Article 36

Certified Geeks must keep under their responsibility, and subject to confidentiality principles the different reports provided by the GeeksHive Community.

Article 37

Information provided by certified Geeks to their clients must be clear, accurate, meticulous, comprehensible and updated.

Geeks must seek for clients' autonomy in decision making which implies solving inconveniences and avoiding challenges in the IT area.

VI. ADVERTISING

Articulo 38°

Advertising of Certified Geeks of the GeeksHive model services will be performed in a succinct manner, specifying Geeks' degree for their specialty practice under the GeeksHive brand and their certified condition. Under no circumstance fees will be stated, nor any kind of warranty or statements on their professional value, capability or success. In any case, there will be a proper professional identification of the advertiser.

Article 39

It constitutes a serious violation to the Geek's professional deontology to arrogate oneself by any means –banners, advertisement, plaques, visiting cards, etc- a degree they do not possess in the GeeksHive model, as well as using ambiguous designations or titles that, even without lying, may easily induce to mistakes or confusion, favouring public credulity through the use of uncertainly effective techniques or procedures.

Article 40

Certified Geeks of the GeeksHive model shall not offer their names, prestige or image to any kind of deceiving or injurious publicity to people, institutions or ecological environment.

They will not be able to use GeeksHive brand and its affiliates to any kind of publicity not coordinated or authorized by GeeksHive marketing policies.

Article 41

As a certified Geek member of a technology masters community you will be able to be part of consulting and information campaigns to people with cultural, educational, sanitarian and occupational purposes or others with social recognition.

Article 42

Certified Geeks of the GeeksHive model using pseudonyms in their professional practice will have to state it to the Program Partnership to its appropriate registration.

VII. FEES AND REMUNERATION

Article 43

Certified Geeks of the GeeksHive model will avoid the acceptance of economic retributions implying devaluation of the specialty or of the represented brand, or unfair competence.

Article 44

Nevertheless, Certified Geeks of the GeeksHive model may exceptionally deliver services in exchange of values to clients unable to pay in cash but in need of them. Under no circumstance, will the Geek deliver free services having to protect the marketing value of the service and the specialty.

Article 45

Certified Geeks of the GeeksHive model, in free practice of their career, will inform the client previously the amount of the fees of the services of their specialty.

Article 46

The Program Partnership might eventually elaborate guidance on minimal fees For professional services according to nature and lasting among other characteristics of every specialty practice.

Article 47

The perception of retribution and fees is not subject to the success of the service or to a definite result arising from the certified Geek´s acts.

Article 48

Certified Geeks of the GeeksHive model, shall not, in any case, receive any payment related to client referral to other Certified Geeks of the GeeksHive model.

VIII. PROCEDURAL WARRANTIES

Article 49

Program partnership (PP), built by the GeeksHive community, will seek for the interpretation and compliance of this code. PP will ensure the transmission of it between certified specialists and the group of social actors potential clients of the model. It will also seek for the principles exposed hereby to be studied by every Geek member of the model.

Article 50

Violations to the ethics code norms in practice of the specialty of a certified Geek of the GeeksHive model will be Reported to the Program Partnership. The files will be handled according to the principles of audience, contradiction and reserve and will conclude with a resolution proposal from the responsible body. Once GeeksHive´s executives heard the interested person, it will adopt the derived resolution, disposing the dismissal or the imposition of the disciplinary sanction applicable.

Article 51

GeeksHive Community guarantees the protection of those certified Geeks that may result damaged by illegitimate activities of other Geeks or the attack of external agents to the community, always within the terms of the rights and duties mentioned hereby, upholding, in particular, the professional secret and Geeks specialist´s dignity and independence.

Article 52

Whenever any certified Geeks of the GeeksHive model is in a conflict of adverse or discordant norms either legal or of the present Ethics Code, that collide with a concrete case, they will solve it thoroughly, informing the different concerned parties and the Collegiate Ethics Commission.

X. FINAL DISPOSITION

1. Any doubt that may arise from the interpretation of the aforesaid norms will be solved according to the Program Partnership's judgment, which reserves the right to modify this code either totally or partially.

IX. CLAIM ISSUE PROCEEDINGS

1. Claims and complains shall be formulated in writing and filed to the Program Partnership through the means disposed to that end.

2. The PP will not make place to complains nor demands that are not properly justified and signed with name, surname and degree of the denouncer.

3. The PP reserves the right to take part in denounced cases according to internal and confidential evaluations to which he/she may require witnesses and documentations. Every research of possible ethics problems compromises the GeeksHive Community as a whole and will be kept under proper reserve.

4. The PP reserves the right to admit the demand procedure, either to consider it unjustified or to lack of proper documentation.

5. Once the demand is admitted, the PP will decide whether it will handle the urgent or the normal procedure.

6. In admitted cases, the PP will give hearing to every party it regards concerns to the demand or complaint process.

7. The PP will raise reports to the GeeksHive community with the purpose to communicate the verdicts and pertinent sanctions.

8. To facilitate the development of research on ethics subjects or IT services research, the PP will make scientific and professional abstracts of every file performed with proper confidentiality and reserve guarantee in order to build ethic casuistry. Those abstracts will be filed in PP, and will be available for future reference by executives and superior grades of the community with surveying purposes to improve these regulations..