TiiQu

Inspiring Trust

Code of Ethics

Our goal is to help people lead autonomous professional lives, anytime and everywhere, by opening perspectives and facilitating up- skilling for the members of the TiiQu platform. We strive to advance this goal by employing technologies like blockchain, social communication technologies, rating algorithms, profiling and AI.

Like every powerful technology, the tools used by TiiQu inhabit, however, potential risks too. These risks need to be understood, addressed, and mitigated. Therefore, we developed the ethical guidance principles below in collaboration with outside ethics experts.

The purpose of this statement is to communicate to our stakeholders the ethical principles by which TiiQu will pursue its mission and manage the risks concomitant to our business model. The monitoring of our technologies about those ethical guidelines will be an integral part of the TiiQu platform. Partners of the TiiQu ecosystem, providing non-core services to TiiQu users, will be also required to adhere the same guidelines.

TiiQu

1 Philosophy

Present generations have to husband resources so that future generations obtain an at least equal chance to live with autonomy and dignity. As a consequence, today's business practices must cater to tomorrow's needs. Entrepreneurship anywhere ought to contribute to the improvement of the social, cultural, and natural environments of life everywhere.

2 Vision

A global community of individuals accountable for their personal growth able to communicate and cooperate across cultural and spatial divides. To reduce bias in hiring and performance evaluation TiiQu gives people everywhere a reliable standard, the trust quotient based on claims certified and verifiable forever on blockchain.

3 Mission

Removing guesswork and misguided stereotypes from the decision making and enable access to opportunities based on merit.

4 Governance

TiiQu's governance is premised on the insight that individual accountability and institutional responsibility depend on one another, and that either relies on universally acceptable standards.

5 Benefits

Beside individuals and organizations, global society at large will benefit of enhanced accountability and more sharing inclusive work.

6 Risks

Where technology gives institutions an unprecedented access to data with personal sensitivity, the risk of misuse must be acknowledged and mitigated.

7 Guidelines

TiiQu's governance is premised on the insight that individual accountability and institutional responsibility depend on.

8 Responsibilities

TiiQu's programs its platform to enable globally responsible professional freedom and is committed to guarantee that members will always enjoy the founding freedoms defined in its Code of Ethics.

①

Philosophy

There is no successful entrepreneurship without a culture of accountability and responsibility. Employees need to take responsibility for their professional choices and self-improvement.

On the other hand, institutions and organisations need to responsibly re-design their processes prioritising transparency and security and respect of individuals data.

Our view of the role of individuals and firms emerges from seeing an intrinsic connection between personal freedom, professional accountability, and cosmopolitan responsibility. Individuals are relational beings. As such they prosper when their social and natural surroundings thrive. Like a tree is both a producer and a recipient of life, taking up resources through its roots and energy through its leaves but, at the same time, emitting oxygen for other life forms, TiiQu aims to be a nurturing ecosystem for people and organisations.

Our goal is to create an online environment that helps develop the individual freedom of individuals in tandem with enhancing accountability and responsibility on the labor market

② Vision

A future where trust is instantaneous because claims are irrefutably pre-verified.

High skills are spread all over and the globalised market for independently contracted work stands to grow dramatically over the next years. Empowering individuals to be trusted and work in varying societal contexts by removing guesswork from their claims, will result into enhancing globalisation and inclusion facilitating innovation.

Today, ever more employers and employees need to contract under conditions of stark uncertainty. Hence it is crucial to assure the veracity and reliability of the claims of either party, if their collaboration is to be of mutual benefit. A functional equivalent to the trust guarantors of yesteryear must be found.

③

Mission

Remove guesswork and assumptions from an individual's claims, facilitate up-skilling and enable meritocratic access to opportunities

TiiQu employs a digital infrastructure based on blockchain technologies. Member collect into a digital professional passport their certified claims. When a claim is not supported by a certification, this is automatically sent to the 3rd party involved and validated. When the validation is done, the proof is published to the blockchain forever and the TiiQu score grows. Giving all the ability to see and, by adding further corroborated information, improve their TQ scores, TiiQu reduces arbitrariness in professional assessments and creates a level playing-field for applicants, neutral to all biases of gender, age, ethnicity, religion, and class.

With menial work done by machines and routine tasks increasingly automated, the employability of individuals hinges ever more on their specialised expertise. The harder, though, this expertise becomes to replicate and imitate, the more difficult also it will prove to ascertain whether given persons do indeed have the knowledge and skills they advertise. For veracity to prevail in the global job marker, transparency must be had.

4

Governance

If online environments are not to fall prey to moral hazards, they need to develop functional equivalents to the manifold conventional buttresses of ethicality. Whereas in offline worlds, ethics can often be presupposed to be implicit extant, it must explicitly made existent in the online worlds.

TiiQu has from the outset consulted with ethics experts to develop its business model in line with inter-culturally acceptable moral standards and is constantly reviewing its practices and algorithms from a moral point of view.

TiiQu's platform governance is premised on the insight that individual accountability and institutional responsibility depend on one another, and that either relies on universally acceptable standards.

With the belief that instant verification enhances global trust and must remain open and accessible to all, TiiQu has released the open-source technology "VERiiF" and is committed to creating a non-for-profit organisation guaranteeing its maintenance and independence.

⑤
Benefits

There is, no successful entrepreneurship without a culture of accountability and responsibility. Employees need to take responsibility for their professional choices and self-improvement. On the other hand, institutions and organisations need to responsibly re-design their processes prioritising transparency and security and respect of individuals data.

The first and foremost beneficiary of TiiQu's professional passport are the individuals who will no longer need the umbrella of firms or third parties to signal their strengths to potential future employers or business partners. Secondary beneficiaries are the firms which receive more reliable and less costly information on potential future hires or providers. A tertiary beneficiary is global society at large because an enhanced level of reliability and trust in the labour market fosters entrepreneurship, allows for more sharing of work, and facilitates a better division of labour.

Blockchain technology, based as it is on immutable records and the principles of transparency, shared authority as well as democracy, allows TiiQu to create a tamper-proof, decentralised data system. What is more, blockchain technology can handle data transparency flexibly thus, companies adhering to the ecosystem, combine the advantages of privacy with those of transparency and security.

6
Risks

With great power comes great responsibility. Where technology gives institutions an unprecedented access to data with personal sensitivity, the risk of misuse must be acknowledged and mitigated.

The privacy of user data on the TiiQu platform is ensured through a blockchain-particular transparency system which keeps person- specific data off chain. Through this technology, our users become equally independent from conventional digital environments and their potential weaknesses.

TiiQu aims to assure that our platform is not used for surveillance purposes:
- The sole rationale for data.
- Misused research data.
- Restricting anyone from alternative employment opportunities.
- Soliciting or facilitating non-professional encounters.
- Manipulating or gaming the TIIQU score.
- Discrediting anyone's professional standing.
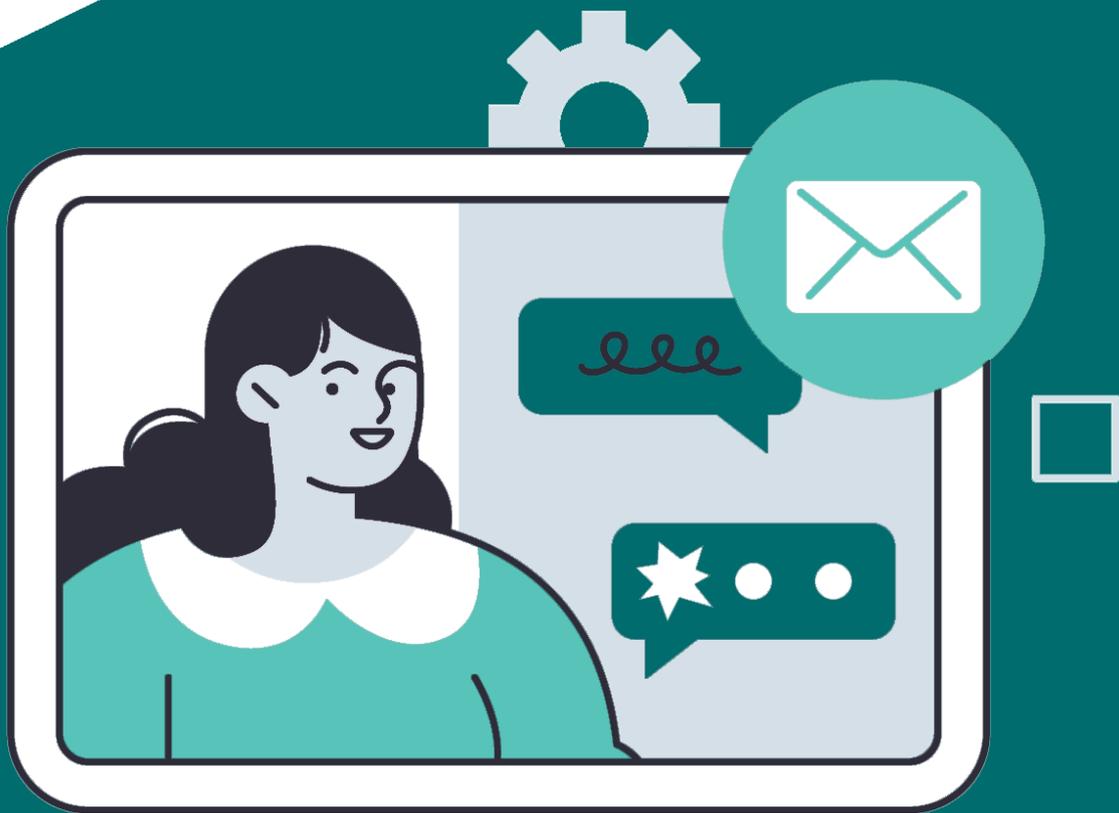
7

Guidelines

When the liberty of some ruins the liberties of others, the freedoms of all are in peril. Consequently, for a free global job market to function, liberty must go hand in hand with responsibility. TiiQu wants to build an ecosystem which contributes to this upward spiral of enhanced freedom through improved responsibility.

The most fundamental freedoms enjoyed by TiiQu members are the following:

- Freedom to economic self-reliance empowered by a globally accessible profile based on universally accepted standards.
- Freedom from misguidance: TiiQu is committed to prevent manipulative intents on-platform.
- Freedom from restrictive limitations: TiiQu algorithms are developed in - house and in constant dialogue with our ethics experts to assure that they do not replicate stereotypes.
- Freedom from stigmatization: All TiiQu members have the right to be treated as equally worthy, regardless of professional education, age, nationality, ethnicity, social status, political orientation, or gender.
- Freedom to reinvent oneself. Nobody is destined to be stuck with their previous work history, their educational past, professional experience, and acquired skills.

- Freedom to serendipitous finds: Alongside targeted search results, TiiQu offers AI-based profile presentations.
- Freedom from misguidance: TiiQu is committed to prevent manipulative intents on-platform.
- Autonomy over one's profile: TiiQu members will have the possibility to reset or disable certain mechanisms if they feel that they are not supportive of their professional interests. All TiiQu member will have complete control over their data.
- Freedom to up-skill: To empower people to avail themselves of growth opportunities outside their previous career paths, TiiQu will count hard skills and also soft skills to broadly represent the individual.
- Freedom to co-determine: TiiQu members are involved in the decision-process related to platform implementation and community rules.
- Freedom to contribute. TiiQu fosters an informational, socially, and ecologically sustainable lifeworld.

8

Responsibilities

To facilitate a professional environment suitable to the self-determination of each and the responsibility of all, TiiQu wishes to empower, as best as possible, both individual freedom and accountability.
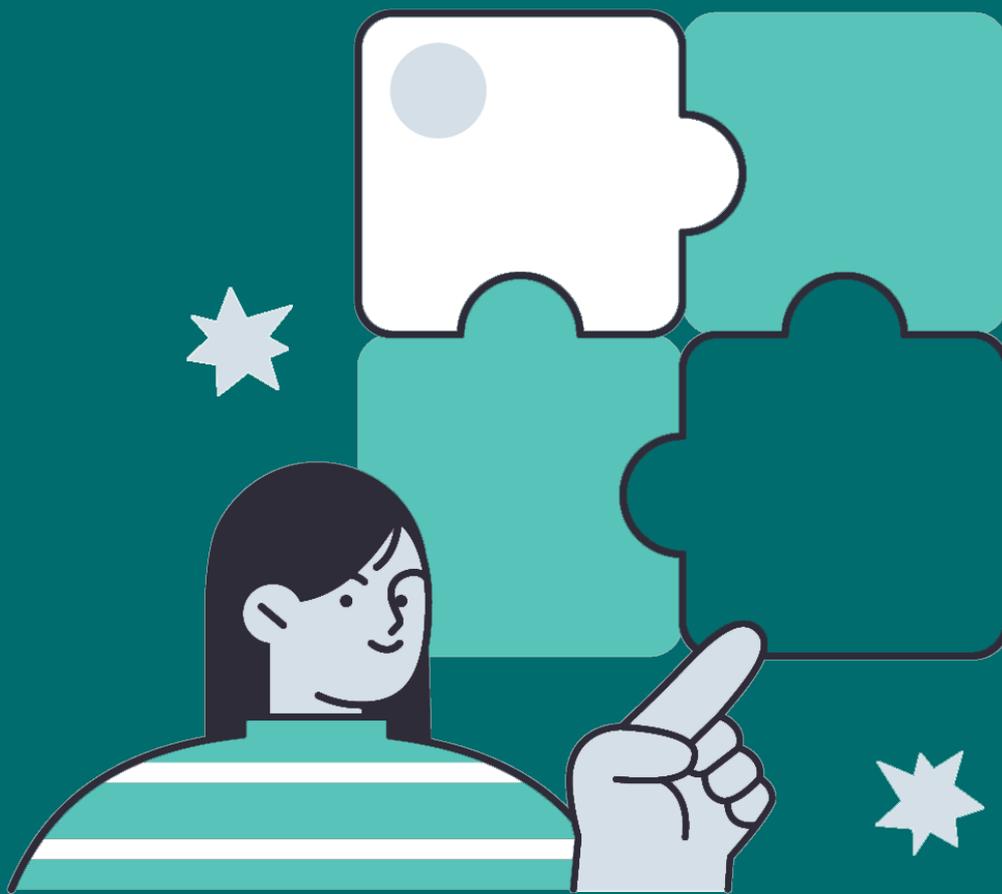
Be Honest

- Beside individuals and organisations, global society at large will benefit of enhanced accountability and more sharing inclusive work.

Be Respectful

- Communication on the platform must reflect the ethical standards of TiiQu premised on the rule that what is not universally acceptable can also not be individually permissible.

Be Collaborative

- The best way to create the envisioned ecosystem is to have engaged people on board. We will provide a reward system that acknowledges our users' contributions to enhancing the opportunities of all TiiQu members.

Be Proactive

- TiiQu members should never tolerate and always flag demeaning, discriminatory, or harassing behaviour so that the moral standards of the TiiQu community maintain intact.

Thank You

For their precious contribution;
Prof. Claus Dierkmeier - Professor for Globalization Ethics at University of Tübingen
Xenia Bogolomec - Mathematician | Algorithm Architect

TiiQu

These guidelines have been created not only for our internal stakeholders but also with a view to the role TiiQu can play as a global corporate citizen. The team of TiiQu is committed to doing business in a socially, ecologically, and morally sustainable manner. In order, however, to meet the needs of all our stakeholders, we depend on their critical and constructive feedback.

For any information as to how we can improve or better deliver on our moral commitments, we are very grateful.

Please contact us at ethics@tiiqu.com

Laura Degiovanni
Founder/CEO
TiiQu Limited