

Introduction

The IXXAT Code of Conduct sets out minimum acceptable standard in our relationship with our customers, colleagues and suppliers.

IXXAT builds its operation on its core values. These core values together with a respect towards our customers, colleagues and suppliers together with a concern for the society and the environment builds the foundation for the IXXAT way to perform its business.

General

It is a requirement that all HMS business activities must be carried out with integrity and undisputed ethics. IXXAT defines its core values in a general orientation, which is documented and communicated to the employees.

The following 6 core values are defined:

- **Customer**
We know our markets and customers. Our customers are our partners.
- **Reliability**
Our customers and colleagues can rely on us. We check solutions carefully and inform about problems as soon as possible.
- **Quality**
Our quality is our reputation. Our processes and guidelines take care of continuous improvement. Everybody is responsible for the quality of his work,
- **Innovation**
We support new ideas and have the courage to develop this ideas and calculating risks.
- **Commitment**
We are committed to our company and do things in awareness of its cost.
- **Cooperation**
We work together fair and are respectful to the opinion of our colleague. Conflicts of opinions are solved respectful and constructive. We have a strong communication between our departments.

In addition the following guidelines are fundamental to the HMS group and all its employees:

- IXXAT will comply with the code of conduct, laws and regulations in countries were IXXAT operates by own subsidiaries and/or business partners.
- IXXAT respects and complies with the Universal Declaration of Human Rights and ILO's Declaration on Fundamental Principles and Rights at Work (www.unglobalcompact.org).
- IXXAT strives to follow the OECD Guidelines for Multinational Enterprises. (www.oecd.org)
- IXXAT Code of Conduct is based on the UN convention on the right of the Child and the elimination of all forms of discrimination against women.

Business Integrity

IXXAT conducts its business professionally, honestly and ethically.

- IXXAT employees must not enter into any situation in which their personal and/or financial interest may conflict with those of the Company.
- IXXAT is political independent and do not contribute to political parties or candidates.
- No employees may, directly or indirectly, demand or accept, offer or give any kind of bribe, kickback or any other unlawful or unethical benefit to employees or other representatives or associates of IXXAT or any third party.
- We perform our operations in a professional manner and will not give anyone undue advantages.
- IXXAT does not accept improper gifts or payments to our staff as this may affect business decisions.

- The applicable anti-corruption criminal law must be observed at all times. Personal advantages and/or benefits to public officials and/or business partners are not permitted.
- IXXAT respects fair competition. We adhere to existing laws that protect and promote competition.
- These provisions in particular prohibit collusion and other activities aimed at influencing prices or conditions, dividing sales territories or customers or using prohibited means to inhibit free and open competition.

Environment

IXXAT will uphold good knowledge about the environmental influence of its products and services during their entire life cycle, and reduce their environmental impact wherever possible. The natural resources should be used considerably and efficiently in order to decrease negative environmental influence.

- We have the responsibility to comply with environmental law and respect the environment wherever we work.
- Environmental actions should be implemented if it is technically, financially environmentally justified.
- The health of the workers and the safety of the workplace are prioritized aspects. IXXAT should always provide safe and healthy working conditions.
- IXXAT products and expertise contribute to efficient utilization of energy and an efficient production. IXXAT will continuously improve products and services to provide customers with an opportunity to reduce operational costs whilst improving environmental performance.

Social

IXXAT respects the Universal Declaration of Human Rights. This means that IXXAT:

- Does not accept child labor
- Does not tolerate direct or indirect discrimination with regards to employment and occupation
- Supports and respects the protection of internationally proclaimed rights
- Does not use any form of forced or compulsory labor
- Recognizes freedom of association and the right to collective bargaining