



IDENDEC SOLUTIONS’* Values and Code of Integrity and Professional Conduct

** IDENDEC SOLUTIONS means IDENDEC SOLUTIONS AG (Austria), including its subsidiaries IDENDEC SOLUTIONS Deutschland GmbH (Germany), IDENDEC SOLUTIONS Norway AS (Norway), IDENDEC SOLUTIONS, INC (USA) and IDENDEC SOLUTIONS AUSTRALIA & NEW ZEALAND P/L (Australia).*

OUR CORE VALUES

FOCUSING ON THE MARKET: We will always focus on customer satisfaction, delivering products and services of high quality and performance that meet or exceed the requirements and expectations of the market and of our customers.

BEING YOUR PARTNER OF CHOICE: We will work with a collaborative approach throughout the value network, resulting in us being the partner of choice for our customers, suppliers and other business partners.

SUSTAINABILITY ADDING VALUE: We strive for profitable growth that sustains our competitive positioning. We will be innovative and aim to be at the forefront of new developments in our target markets, both with our solutions and with our business models.

INSPIRING THOSE AROUND US: We aim to inspire our employees and other staff to participate, take initiative and innovate. We will encourage the wellbeing of all employees and our partners.

TAKING RESPONSIBILITY FOR OUR ACTIONS: We will always act in an honest and credible manner. We will ensure our actions build trust and confidence. We will act professionally and with integrity at all times.

OUR ETHICAL GUIDELINES

REPUTATION: IDENDEC SOLUTIONS is proud of its reputation for honesty and fair dealing and aims for the highest ethical standards in all countries in which it operates, recognizing that ethical standards and guidelines protect our organization and our employees and other staff against allegations of unethical conduct. Furthermore, IDENDEC SOLUTIONS is obliged to respect laws such as the FCPA and similar anti-bribery and anti-corruption laws in all countries in which we operate.

ETHICAL VALUES: IDENDEC SOLUTIONS requires integrity, loyalty and honesty in all matters relating to our business worldwide. All employees and other staff shall in their work promote the ethical values of our organization. All employees, including other staff, shall in their work follow the laws and regulations of all countries in which we operate and perform their work in accordance with good business ethics, our core values and the ethical guidelines embodied in this section.

OPEN DIALOG: IDENDEC SOLUTIONS stresses the need for an open and honest dialogue about issues related to ethics, and that when in doubt employees and other staff can and should seek guidance from their line manager or from senior management.

DUTY TO REPORT: If any employee or other staff becomes aware of circumstances that are contrary to laws, regulations and / or these guidelines, they are obliged to inform their local manager and the CFO without undue delay.

CONFLICT OF INTEREST: Our employees and officers should at all times avoid situations where there may be a conflict between their own personal and / or economic interests and the interests of the company. IDEN TEC SOLUTIONS has a zero-tolerance attitude towards breaches of the guidelines related to conflicts of interest, bribery and corruption. The mere appearance of conflict of interest should be avoided as this creates the impression of a lack of impartiality. Conflicts of interest can arise in many ways. IDEN TEC SOLUTIONS' businesses and employees shall not, directly or indirectly offer, promise, request, demand or accept illegal or inappropriate monetary gifts or other benefits to or from anyone to achieve commercial benefits, gifts and other benefits of insignificant value being nevertheless acceptable. Agreements with consultants, brokers, agents or other intermediaries should never be used to channel payments or other benefits so as to bypass this policy on bribery and corruption. All staff with purchasing authority have a special responsibility to objectivity and integrity so that there can be no doubt about the integrity of our sourcing decisions. In cases of doubt, the immediate supervisor should be consulted. Prior approval of a direct manager is required prior to the acceptance of invitations to and / or participation in events with suppliers.

Further examples of conflicts of interest include: rendering services to a client or supplier in which an employee or the company has a direct or indirect interest; holding an office or an interest with significant influence in a company which is a supplier, client or competitor of IDEN TEC SOLUTIONS or which interferes with the employee's ability to perform the duties required by IDEN TEC SOLUTIONS; conducting any IDEN TEC SOLUTIONS with a close relative or with an organization with you or a close relative is associated; employing a relative without having obtained clearance.

NON-COMPETE: IDEN TEC SOLUTIONS expects that its employees are loyal to the company and prohibits employees from conducting business in competition with any of the company's businesses worldwide.

FAIR COMPETITION: IDEN TEC SOLUTIONS supports fair and open competition. Our employees shall not under any circumstances initiate or collude in a breach of competition rules such as through illegal price-fixing, illegal market sharing, or other conduct that prevents, restricts or distorts competition in violation of applicable competition laws.

CONFIDENTIAL INFORMATION: People who possess and / or are granted access to confidential information must exercise their responsibility to maintain this information confidentially, adhering to the confidentiality agreements signed on behalf of the company and its employees and treating the company's confidential information and that of third parties in the same manner.

CONSEQUENCES: Conduct in violation of the ethical guidelines may have serious consequences for IDEN TEC SOLUTIONS and its subsidiaries and violations will be pursued. For employees, this can result in verbal or written warnings or sanctions, and in serious and / or repeated cases, dismissal

PERSONAL CONDUCT AND EQUAL OPPORTUNITIES

All IDEN TEC SOLUTIONS employees will conduct themselves with respect and integrity towards business partners, clients, colleagues and others they come into contact with through their work for the company. Management has a special responsibility to promote openness, loyalty, and respect. IDEN TEC SOLUTIONS will not accept any form of harassment, discrimination or other conduct that may be considered threatening or demeaning. IDEN TEC SOLUTIONS aims to be an equal opportunity employer, offering an attractive workplace with good working conditions, a safe working environment, diversity and gender balance.

Dr. Urban Siller (CEO)