

## IXON Code of Conduct

The IXON Code of Conduct reflects the way we do business, and what we expect of our business partners.

### Scope

This Code of Conduct applies to all employees or other representatives of IXON. Furthermore, we also expect our suppliers, partners or other business associates to act in compliance with this Code of Conduct.

### Ethical principles

#### **Integrity in business transactions - Corruption, misappropriation, money laundering, gifts.**

At IXON, we take pride in upholding high standards of integrity and ethical conduct in all our business endeavors. Our commitment extends to combating corruption or bribery, preventing misappropriation, and ensuring transparency in the exchange of gifts and benefits.

#### 1. Upholding Ethical Standards

We stand firm against all forms of corruption, including extortion and bribery, across every facet of our operations. Our zero-tolerance policy towards such practices reflects our dedication to ethical conduct. Every member of our team, along with our partners and representatives, is strictly prohibited from engaging in any form of corrupt behavior, be it offering, soliciting, or accepting bribes or improper inducements.

#### 2. Transparent Gift and Benefit Exchange

Recognizing the potential risks associated with gift-giving in business transactions, we maintain a policy of prudence and transparency. Gifts and benefits exchanged within our organization may not go beyond what is customary. We refrain from accepting or offering gifts that could compromise our integrity, tarnish our reputation, or erode the trust of our stakeholders.

#### 3. Responsible Business Practices

IXON is dedicated to conducting business responsibly, with strict adherence to all applicable laws and regulations. We promise to

judge ourselves as well as our partners to the standards set forth in this Code of Conduct.

### Fairness in competition

We prioritize fair competition. We engage in ethical practices, ensuring compliance with competition laws and advocating for a marketplace where all players have an equal chance to succeed. We value fair competition as it encourages us to continually improve and innovate, ultimately benefiting our customers and the market as a whole.

### Protection of data

Safeguarding confidential information and respecting personal data privacy are paramount. We are committed to upholding the highest standards of data protection in accordance with relevant laws, including the General Data Protection Regulation (GDPR).

#### 1. Confidentiality and Data Protection

We take our responsibility seriously when it comes to handling sensitive data and confidential information. We understand the importance of maintaining the integrity, accuracy, confidentiality, and completeness of the data entrusted to us by our customers. It is our utmost priority to handle this information with the highest level of care and professionalism.

#### 2. Compliance with Data Privacy Laws

We comply with Privacy laws, such as the GDPR, governing the collection, use, and retention of personal information. Personal data is processed, registered, and protected appropriately, with special measures in place to prevent unauthorized access, use, disclosure, modification, or destruction.

### Conflicts of interest

If a potential conflict of interest occurs, IXON expects its employees and suppliers to disclose any connections or financial interests that could pose conflicts of interest, ensuring transparency and accountability.



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### **Employee safety**

In our organization we promote open communication, especially regarding compliance and employee safety. Employees are encouraged to share any concerns with their manager or HR. We have zero tolerance for abuse or harassment. Reports are taken seriously and handled confidentially by our HR team. Our aim is to foster a safe and fair workplace for all. IXON also has a Whistleblower Policy to encourage everyone to speak up about unethical or unlawful behavior. This policy provides a safe and confidential way to report concerns.

### **Treatment of employees and other persons**

#### **Fair employment conditions**

In our commitment to fair labor practices, we ensure that employment terms and wages are just and aligned with legal requirements. Employees, including temporary staff, receive written contracts and are informed about their employment conditions.

#### **Freedom of association**

We support freedom of association and collective bargaining for all employees. They have the right to join unions and negotiate collectively or individually for fair wages and working conditions.

#### **Forced labour and child labour**

All forms of forced or involuntary labor are unacceptable. Any kind of child labor is labor, direct or indirect, is prohibited. The term "child" shall mean anyone under the statutory minimum age applicable to employees where the work is performed, provided the legal age is consistent with the minimum working ages defined by the International Labour Organization.

#### **Human Rights & Discrimination**

We affirm our commitment to upholding human rights in all aspects of our operations. We recognize the inherent dignity and equal rights of all individuals, regardless of race, gender, religion, nationality, or any other characteristic. We pledge to respect and protect humans and human rights within our organization and in our interactions with stakeholders.

### **Safe work environment**

The working environment shall be safe and secure. Employees shall be ensured of a work environment that is healthy, safe and free of physical, psychological and all other forms of abuse. This also means that employees must be trained adequately, especially those engaged in hazardous work.

### **Environment**

#### **Environmental laws**

We comply with relevant environmental laws and are committed to minimizing our footprint and through our products our customer's impact on the environment.