



Policy

Code of Conduct

1. Purpose

At Ionbond (hereinafter also referred to as “the Company”), we believe that conducting business ethically is critical to our success. This means more than just obeying the laws of the many states and nations we operate. It means that we conduct our business with honesty and integrity.

This Code of Conduct sets out the fundamental standards to be followed by employees in their everyday actions on behalf of the Company. It cannot and is not intended to address or to provide a rule for every situation. Every employee needs to exercise common sense and good judgment in his or her business activities.

2. Scope

This Code of Conduct applies to all Ionbond employees world-wide, within all regions, areas and functions.

3. Ethical behaviours

3.1 Business Conduct

We conduct our business within the framework of the law, with honesty and integrity. Employees comply with all applicable laws and avoid any activities that could involve or lead to involvement in any unlawful practice or any harm to the company’s reputation or image.

3.2 Fair Competition

Ionbond competes on the merits of its products and services and does not engage in any form of unfair competition. Consequently, all actions must always comply with all applicable antitrust rules and other laws regulating competition.

3.3 Improper Payments

In dealing with customers, suppliers, business partners or public officials employees never accept or offer, promise or give any undue pecuniary or other advantages, whether directly or indirectly. Employees will under no circumstances grant or accept bribes, under the table money or other kinds of compensation.

3.4 Conflicts of Interest

Conflicts of interest can arise where personal interests are at odds with the interests of the Company. Employees avoid actual or potential conflicts of interest with the Company (or the appearance thereof) in all transactions.

3.5 Financial Records

It is critical to ensure accurate and complete financial records. All Ionbond business transactions must therefore be fully and fairly recorded in accordance with Ionbond's accounting principles and other applicable regulations.

3.6 Confidential Information

Information is a valuable asset. All information that is not already in the public domain must be kept confidential. This also includes information that suppliers, customers or partners may have entrusted to Ionbond.

3.7 Discrimination and Harassment

Ionbond is committed to a work environment that is free from discrimination and harassment. Discrimination and harassment – including but not limited to sexual harassment – will not be tolerated and should be reported to the Human Resources Department.

3.8 Health and Safety Standards

Ionbond is committed to safeguarding the health and safety of every employee at work. The basic rules for employees are to protect themselves, their co-workers as well as the community and the environment.

Employees should report dangerous conditions and other unacceptable health, safety or environmental conditions immediately so that appropriate actions can be taken.

3.9 Environment

The protection of the environment is an integral component of Ionbond's business policy. Compliance with the relevant laws and the fulfilment of official specifications in our operative business are the minimum requirements for us.

Every employee is aware of the importance of environmental protection and, in his or her daily work, takes into consideration everything that is necessary for protection of the air, the water and the soil.

4. Responsibility

Each employee is responsible for ensuring that his or her conduct fully complies with the applicable laws and this Code of Conduct. When in doubt as to the correct action to take, ask the following questions:

1. Is it legal?
2. Does it feel right?
3. What would a reasonable person think?
4. How would it look in the newspapers?

If there remain any questions or doubts about compliance with the law and/or this Code of Conduct employees are required to seek guidance from their supervisor or appropriate internal resources such as the Human Resources Department.

Senior management should be a role-model for the standards laid down in this Code of Conduct by visibly demonstrating support and encouraging adherence by all employees.

All employees are expected to report suspected or observed violations of the law and/or of this Code of Conduct. Reports may be made to the Human Resources Department. Confidentiality will be maintained to the fullest extent possible. Retaliation against any employee who in good faith reports a concern to the Company about illegal or unethical conduct will not be tolerated.

5. Non-Compliance

Ionbond applies a “zero tolerance” policy in terms of ethical behaviour and will take disciplinary action, up to termination of employment, against employees who violate the law and/or this Code of Conduct. At the time of signing of this Code of Conduct employee should inform the Company of any known ongoing violations of the Code so that they can be corrected moving forward.

6. Amendment of this Code of Conduct

Ionbond reserves the right to modify, amend or to terminate this Code of Conduct at any time, with or without prior notice.