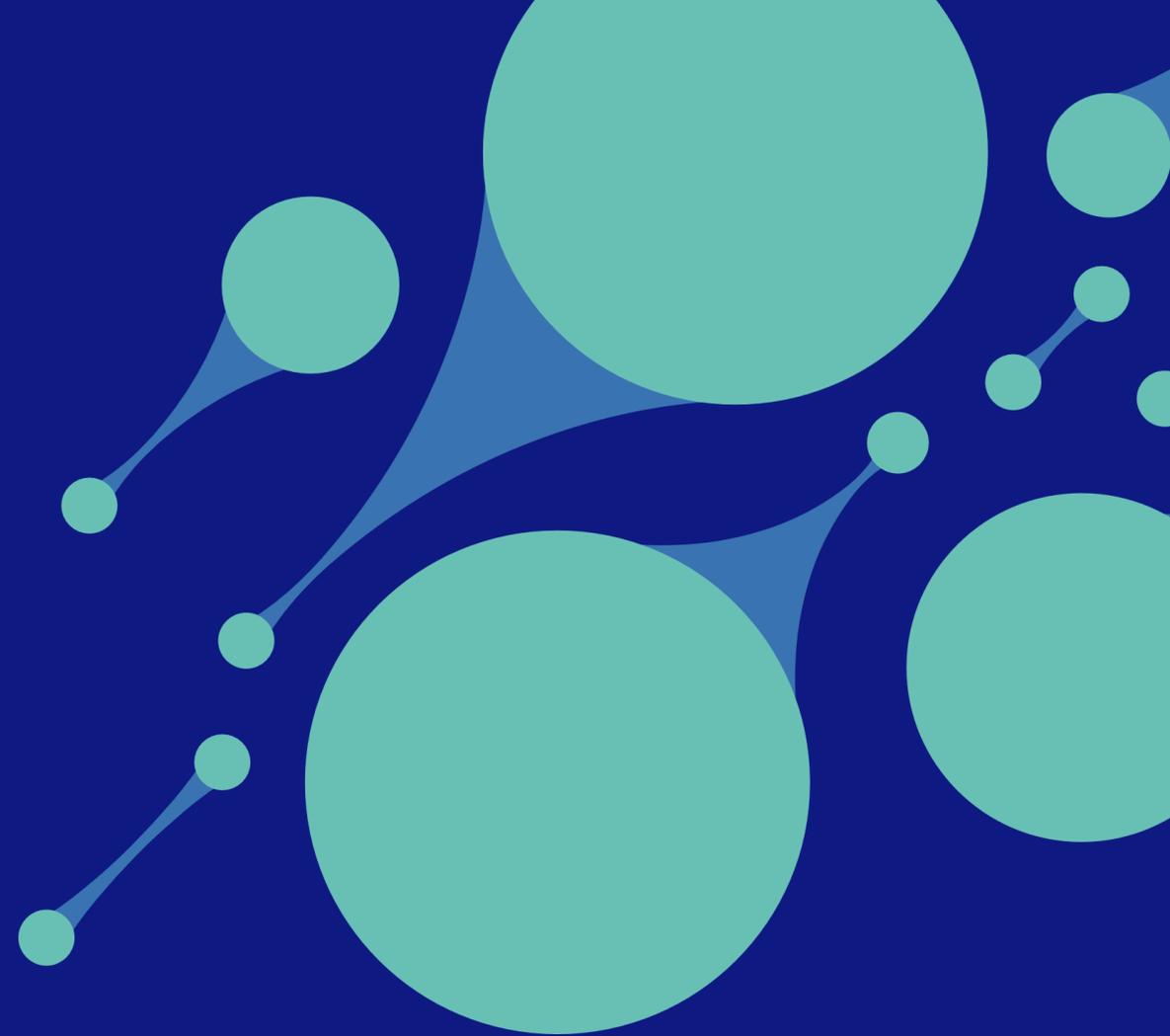


# Code of Conduct

25.05.2023 | **Denise Prihoda**

**ipox**<sup>®</sup> customized  
epoxy





# We are ipox

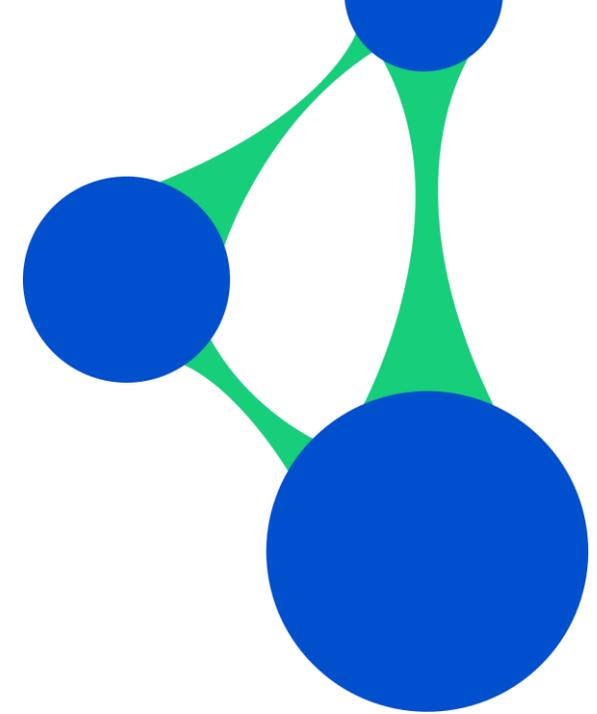
ipox® is an international chemical company that develops and produces customized epoxy technologies. We are medium-sized and owner-managed: Product development, production and sales are in our hands. This way, you get the optimal result with us.



# Our story

## **This is us**

- At ipox, everything revolves around epoxies - and has done so for over 40 years
- ipox was founded in 2009
- Proven technologies
- Many years of experience and enthusiasm of today's employees
- As early as the 1970s, ipox was researching polymer materials
- The foundations for today's success were laid back then
- Step by step a production plant was built
- Today this is state of the art



# Our values

## Reliable

- We are a reliable partner for our customers
- We supply solutions for the most diverse applications of epoxy systems

## Preserving

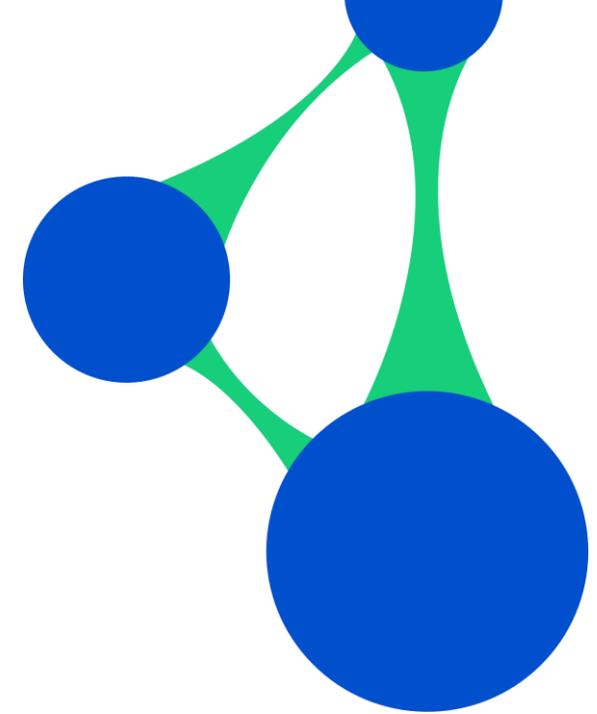
- Safety and protection of people and the environment is a management task and at the same time the responsibility of all

## Dynamic

- We are constantly ready to change and challenge and encourage our employees.
- We all assume entrepreneurial responsibility and contribute ideas

## Fair

- We treat our employees and business partners with responsibility



# Our Code of Conduct

## **We have clear rules of conduct for all**

- We comply with applicable laws and regulations in all actions and decisions.
- Business partners are treated fairly and contracts are honored.
- Our behavior towards each other is characterized by tolerance, respect and trust. Problems in the workplace are addressed and solutions are sought.
- Other cultures and ways of thinking are an enrichment for all employees.

# Our Code of Conduct

## **We take on social responsibility**

- We respect the personal dignity of every individual.
- We respect the observance of internationally recognized human rights.
- We oppose any form of discrimination, especially on the basis of gender, race, disability, religion or belief, age and sexual orientation.
- We are guided by the principles of sustainability and want to take responsibility.
- Environmental protection laws are observed.
- Environmentally conscious behavior is supported.
- ipox assumes social commitment and supports e.g. with donations for sponsorships. Donations are always transparent and traceable.

# Our Code of Conduct

## **We live a motivating leadership culture and take responsibility towards our employees**

- We reject any form of forced labor or child labor.
- Managers have confidence in their employees and agree on clear and realistic goals.
- We invest in the qualification and competence of our employees.
- All employees have equal opportunities.
- We avoid conflicts of interest among employees.
- Our employees are obliged to keep company and business secrets, even after the termination of the employment relationship, confidentiality is to be maintained.
- All data protection and IT handling regulations must be observed.

# Our Code of Conduct

## **We lead a fair competition**

- Every employee is obliged to comply with international and national regulations, including the applicable antitrust laws.
- We prohibit price fixing and other activities that affect fair competition. If an employee has any doubts about a transaction, he or she should contact his or her supervisor.
- We do not accept bribes, company interests and private interests are strictly separated from each other.
- Our employees do not accept any gifts, payments or invitations that could influence a business relationship in an improper way.

**ipox**<sup>®</sup> customized  
epoxy

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