



# AXICA. CODE OF CONDUCT

## OUR VALUES - OUR UNDERSTANDING

### **Respect**

We treat each other with respect and appreciation. This and the honouring of the work done is part of the mindfulness of our daily interaction with each other.

### **Trust**

We trust each other as the basis of our mutual work for the AXICA.

### **Togetherness**

We deal with each other fairly and at an equal level. We openly express constructive criticism and accept it as constructive criticism.

### **Loyalty**

We are "one" AXICA team; willingness to perform, collegiality and integrity are indispensable.

### **Communication**

We practice open, transparent, direct and honest communication.

### **Tolerance**

We treat all colleagues equally; racism, sexism and any form of discrimination have no room in the AXICA.

All AXICA employees and service providers are committed to upholding these values and principles. In the event of non-compliance, serious misconduct or disregard, the AXICA reserves the right to impose any consequences.

## NOTHING CAN REPLACE FACE TO FACE