

With Integrity to Success - Our Principles in Business Life

The INTRONYX GmbH & Co. KG is an internationally active company that can now look back on more than 15 years of existence. The social responsibility towards our employees, business partners and customers as well as the public was and is of great importance to us.

We adhere to the law at all times and everywhere, respect basic ethical values and act sustainably. Every one of us who acts for or on behalf of the company, whether on the basis of an employment contract or in a leading position, assumes responsibility for this.

Our principles are summarized in the documents "With Integrity to Success - Our Principles in Business Life" for our employees and "Business Partner Integrity - Our Business Relationship Principles" for our business partners. They form the basis of our corporate culture and our business relationships. The observance of these principles is indispensable for the success of the company. They are essentially based on the following fundamental values

- Fairness
- Reliability
- Authenticity
- Professionalism and
- Entrepreneurship

We live these values in our daily dealings with each other as well as in our cooperation with business partners and third parties.

Compliance (as compliance with laws and guidelines, but also with voluntary codes in companies) is an integral and systematic component of essential corporate processes. The requirements of our compliance guidelines are reflected in processes such as the selection of business partners, the implementation of projects and procedures - e.g. when giving and accepting gifts, invitations, donations - as well as in the requirements for adequate data protection and the security of our company and employees.

Compliance is an integral part of management meetings and operational meetings.

INTRONYX focuses on avoiding misconduct and promoting integrity within the company by

- Precautionary measures to prevent systematic compliance violations → Prevention
- Measures for identifying individual misconduct → Recognition
- Appropriate behaviour and appropriate sanctions for discovered cases of individual misconduct followed by a process of improvement → Reacting