## NETEX

## We strive for excellence.

Our reputation is build on the quality services we have offered in our 15 years of existence. We have managed to win the trust of customers, partners and our colleagues.

The Code of Conduct represents the principles and guidelines used to provide an ideal setting to perform daily activities.

## People are important to our company!

Integrity, honesty and high ethical standards are values that Netex company promotes in its relationships with employees, customers, suppliers and business partners.

Netex provides a safe Just Culture working environment where people have the opportunity to express their opinions and suggestions, ensuring a constant flow of useful improvements.

Freedom and expression of thought is the principle that underlies this company and it applies to all employees.

Netex contributes to the development of all employees by valuing their opinion, as well as offering constructive criticism, providing guidance and help for a proper professional conduct. We provide training, education and development opportunities that allow all Netex employees to develop and advance in their career.

## The most important resource Netex are the people who work here!

Netex promotes open and honest communication. We provide necessary support to everyone, at all levels, to ensure they do their tasks. We contribute to maintaining a safe, healthy and productive working environment for all employees.

We maintain an open work environment and we achieve this level of performance by employing people from diverse backgrounds.

Hiring, promotion and assessment of our employees is based exclusively on performance criteria, such as completion of set goals and/or professional experience.

We respect the opinions of others as well as their personal dignity and rights. We do not tolerate any discrimination or harassment, on account of nationality, culture, religion, race, gender, sexual orientation, age or physical disability. We do not tolerate favoritism or the appearance of favoritism in the workplace in any policies or procedures adopted by the company.