

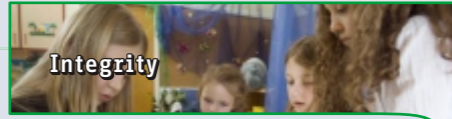
Overview Ethical Guidelines

*Our Ethical Guidelines are the basis of our corporate culture.
As the framework of our daily actions they define the special character of INIT worldwide.*



Responsibility

- We strive for a sustainable development of our company.
- We respect and support our social environment and we encourage an active engagement in the public good.
- We act as if we were an owner of the company and make decisions within our authority.
- We strive to ensure a fast and smooth exchange of information within the company. We communicate all relevant information accurately and completely, provided no confidentiality limitations exist. Relevant knowledge must not be withheld, falsified or be passed on selectively.
- We use company property or other assets of INIT only for their intended purposes and handle them responsibly at all times.
- We protect personal and confidential data and ensure the protection of intellectual property.
- We use electronic communications technology of our company in a reasonable and professional way and contribute to the protection of these systems and devices against internal and external abuse.
- We act responsibly, honestly, fairly and in a reasonable way. Economic concerns have no priority over safety, health, and protection of the environment.



Integrity

- We not only strive to generate extraordinary results, but it is also important to us how we achieve them.
- We do not engage in any illegal activities, refuse to offer bribes, or make or receive questionable payments.
- We do not allow our decisions to be affected by gifts or invitations. We neither make inappropriate gifts or invitations nor do we accept such.
- We are looking for an active dialog with our partners and with the larger business and social environment. Employees, shareholders, capital market, media, and other stakeholders are supplied in a timely manner with comprehensive and relevant information.
- We document all our business transactions completely and accurately.
- We avoid conflicts of interest because these can lead to biased decisions and are not in the interest of the company or within the law.
- We do not allow personal relationships and activities to compromise INIT's objectivity or reputation.
- We handle "inside information" appropriately and lawfully.



Customers

- We focus on our customers. We work together with our customers in long-term partnerships to achieve added-value for both parties.
- We challenge conventional approaches and develop new solutions to benefit our customers.
- We see quality as a commitment from each of our employees.
- We do not make promises we cannot keep. We keep the promises we make.
- We understand and follow our clients' codes of conduct.
- We comply with applicable government contracting and procurement laws.
- We value the safety of our products and services. These should not have any defects by which health or environment could be negatively affected or by which property could be damaged.



Employees

- We foster a working environment that is characterized by fairness, respect, and tolerance so employees can grow and succeed.
- We offer a company structure that allows a large extent of personal responsibility and entrepreneurial activity.
- We pay attention to our employees' rights.
- We involve our people in the decision-making process and accept different points of view.
- We safeguard our employees in emergency situations and against illness. Additionally, we support their retirement benefit opportunities.
- We are a family-friendly company, enabling compatibility of career and family.
- We offer a variety of training opportunities and grant our employees comprehensive continuing education.
- We share our company's success with our employees.



Mutual respect

- We treat each other fairly and with all due respect.
- We seek an open, direct, and trusting dialog within the company, with our business partners and with other relevant groups. We express ourselves freely at all times without fear of reprisal.
- We do not tolerate harassment or intimidation.
- We consider all human beings to have equal rights.
- We take care to ensure that we do not discriminate on the basis of sex, ancestry, race, language, skin color, age, national origin, marital status, religious beliefs, political views, disability, or other applicable protected classifications.
- We abide by the human rights in the terms of the UN-Declaration of Human Rights.*
- We do not tolerate any kind of forced or child labor.
- We also support ethical conduct of our suppliers.



Global Company

- Our business is worldwide.
- We are where our customers are.
- We are fierce, but fair competitors.
- We observe applicable laws and respect customs and practice of those nations in which we do business. Neither corruption of any shape nor violation of any external or internal rules will be tolerated.
- We abide by current rules and laws as well as by internal policies of the company. We report suspected infringements.
- We act worldwide in accordance with our words and values.
- We respect and value the international and cultural diversity in our company. We are aware that expertise and commitment of our employees are the foundation of our success.

Help for ethical decision-making:

Think! Discuss! Speak up!

Our Ethical Guidelines offer solutions for a variety of different situations. But what do you do when there's no clear decision possible? Or when there's more than one potentially correct alternative to take?

An employee who is forced to make a decision on anything not covered by our Ethical Guidelines has to assess the specific situation carefully.

Four easy questions can help to make an ethically correct decision:

1. Is my decision based on the applicable law and our internal rules?

2. Can I decide without conflicting with my own interests, impartially and in the interest of INIT?
3. Do I protect the good reputation of INIT as a law-abiding and socially responsible company?
4. Would my decision be supported by a critical review of an objective observer?

If all above questions can be answered with "Yes", the decision is very likely acceptable.

If any question cannot be answered with "Yes", the decision should be reconsidered and discussed with your supervisor.

* Universal Declaration of Human Rights, UN-resolution 217 A (III), 1948.