

One of the values of Carbfix is honesty. Honesty regards how we treat clients and each other, how we work and how we ensure transparency in our operations. Our code of conduct is based on the value of honesty. The code of conduct guides us when ethical issues arise in our work. It helps us to let honesty, respect and equality characterise all our communications, whether it is with clients, colleagues, administration, contractors, or other stakeholders. It is not exhaustive and does not relieve us of the responsibility of relying on our own conscience when ethical issues arise.

We are honest:

- We are honest in all communications relating to our work.

Disclosure and confidentiality

- We provide correct information about the work and operations of the company and we initiate disclosure if appropriate.
- We respect confidentiality regarding confidential information as applicable, also after resignation.
- We do not take advantage of confidential information that we obtain for the benefit of anyone other than our company.

Conflict of interest

- We avoid conflicts of interest and information about issues that may cause conflicts of interest in the work.
- We do not abuse our position for our own gain or others', whether such a gain is evident immediately or later.
- We expose corruption as well as unlawful or inappropriate conduct that we notice in the work.
- We neither accept nor offer gifts, favours or other rewards that are likely to affect the independence or neutrality of our work.

We respect equality and other human rights

- We promote equality in the workplace, and we are objective and fair in all our communications.
- We do not discriminate against anyone based on unlawful or biased prejudice, such as due to gender, ethnicity, origin, religion, or political views.
- We are tolerant, considerate of different views and allow each and everyone's talents to shine.
- We do not bully or harass others in any way.