

CODE OF CONDUCT

OUR VALUES – OUR UNDERSTANDING

Our world of values is the result of a collaborative effort by all employees. For one month, we created a dedicated space—an open room for ideas, reflection, and exchange. Here, our team could freely navigate through questions and values, share thoughts, and make them visible on the walls.

At the beginning of the process, we defined a common goal:
To create the AXICA world of values, "WE are AXICA,"
which not only reflects the beliefs of all employees but is also deeply embedded in our Code of Conduct, our vision, mission, and corporate strategy.

To emphasize the significance of this process, we showcased successful examples from the business world—demonstrating how values, culture, and strategy are interconnected.

To define our world of values, we asked three key questions:
"How do you want our customers and partners to perceive the company?"
"How do you want your family to perceive the company?"
"How do you want to perceive the company yourself?"

The world of values we strive for and measure ourselves against:

Respect

We treat each other, as well as all our partners and service providers, with respect. This mindfulness and the recognition of each other's work form the foundation of our daily interactions.

Recognition

This value is a central part of our corporate culture. Mutual appreciation, getting to know each team member's personal story, and regular team events strengthen our bond. We aim to create an environment where everyone feels seen, valued, and motivated.

Honesty

We strive for open, transparent, and honest communication. A constructive approach to mistakes and the ability for self-reflection reinforce our mutual trust.

Sustainability

Credible sustainability means taking responsibility for the future. For us, sustainable work also means securing our market presence for the long term, ensuring economic stability for our employees. It is our shared awareness of resource-efficient work and continuous development that makes environmentally friendly action an integral part of our goals.

Innovation

Continuous development, curiosity, and solution-oriented thinking make us future-ready. We encourage each other to experiment and think outside the box. With innovative visions, we create a dynamic and inspiring work environment for the future.

Transparency

Through clarity, honesty, and mutual reflection in our communication, fact-based information, and well-defined processes, we foster an open work environment—externally recognized and documented through ISO standards.

Trustworthiness

We trust each other.

We maintain a trusting relationship with all our stakeholders. Through reliability, process discipline, and a responsible approach to numbers, data, and facts, we create stability and dependability. Our competence is demonstrated through adherence to all legal regulations as well as our discretion.

Professionalism

We strive for a combination of expertise, responsibility, behavior, integrity, and self-management that makes us an excellent team.

Teamwork

WE are AXICA.

Commitment, collegiality, and integrity are essential. Willingness to help and mutual understanding strengthen our trust in one another and contribute to our shared success. We support each other and provide backup, especially in challenging moments. Through open communication and the role of mediators within the team, we resolve conflicts constructively and maintain a harmonious work environment.

Tolerance

We treat all colleagues equally. Racism, sexism, and any form of discrimination have no place at AXICA.

Safety

By complying with legal regulations and regularly participating in training and professional development, we ensure that our services always operate within a safe and professional framework.

All employees and service providers at AXICA are committed to upholding these values and principles. In cases of non-compliance, gross misconduct, or disregard, AXICA reserves the right to take appropriate action.

We offer space for social development.
We make important movements possible.

