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H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

September 25th 2015
Letter of Commitment

Dear Mr. Secretary-General,

During the development process of our company wide code of conduct, we unanimously decided that it is a commitment to express our support for the ten principles of the Global Compact on human rights, labor, environment and anti-corruption, by applying for a membership. By our Code of Conduct, we are obliged to commit to the principles and make them part of our culture and strategy. All our partners and suppliers are required to sign our supplier Code of Conduct, so we can assure that the Global Compact's rules are not violated in any way.

All our employees are being introduced to the Code of Conduct and to our main principles, as soon as they enter the company. These principles are responsibility, respect, awareness, appreciation and quality commitment. We would like to emphasize our zero tolerance policy regarding topics such as discrimination of any kind, corruption or unethical behavior.

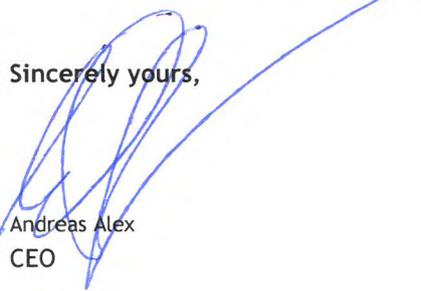
During day to day business we constantly mind that all our actions are in compliance with not only existing laws, but also with our high standards regarding careful use of resources, privacy and responsible handling of information. For any actions that may go against one of the Code of Conduct's rules or even any law we applied a process of compliance reviewing with myself as the Chief Executive Officer. We encourage our employees to make use of this process as soon as any topics occur that need attention from the compliance side.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

This includes:

- A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,



Andreas Alex
CEO