



## Code of Business Conduct

## FOCUSING ON OUR PRINCIPLES AND PRIORITIES

As in all team endeavors, at Addivant we must all work together to be the best at what we do. Even when the challenges we face are large or numerous, careful attention to our core Principles and Priorities will help us to succeed:

***Safety and Environmental Stewardship.*** We ensure that our products are safe for our customers to use, safe for our employees to produce, and that our manufacturing processes do not harm the environment or the communities where we live and work.

***Ethical Conduct.*** We know that to compete and build a successful business for the long term, we need to adhere to the principles embodied in our Code of Business Conduct.

***Customer Focus.*** The more we listen to our customers, the better we will understand their needs today and the better we will be able to supply their needs in the future. We strive to deliver more than our customers expect and we empower our local teams so that they can be more responsive to customer issues.

***Diversity.*** We are strengthened by our differences. Not only do we value the wide range of nationalities, religions and races that Addivant employees represent, we also value the diversity of experience, opinions and ideas among us.

***Leadership and Empowerment.*** We are all able to make a difference at Addivant, regardless of position. Our Company invests in its employees so that our personal growth can parallel our Company's growth.

***Speed.*** We pride ourselves on being nimble and flexible. Though we take care to avoid rash decisions and unethical choices, we are able to adapt to better serve our customers.

***Reliability and Accountability.*** We make meaningful commitments and always do what we say we are going to do.

Incorporating these core Principles and Priorities into everything we do at Addivant will help to ensure that we are always doing the right thing. Ultimately, they will help us to reach our business goals while maintaining our reputation for strong business ethics.