

Göttingen, 20.11.2018

xplace GmbH statement on compliance

xplace is a modern and conscientious company, which takes its social responsibility towards its stakeholders, employees and consumers seriously. The management of xplace is aware that a functioning culture of compliance is completely dependent on its long-term entrenchment in day-to-day business. On this basis, the management of xplace adheres to the following guiding principles in the area of compliance:

Within our sphere of responsibility, we ensure that our employees are aware of corporate guidelines as required by their position and role in the company. In line with our managerial tasks, we lead by good example (**management by example**). We continually stress the importance of compliance to our employees (**tone from the top**) and do not tolerate any unjust exceptions or deviations from compliance measures (**zero tolerance**). All guidelines can be viewed by all employees on the intranet site 'confluence'. As part of face-to-face training sessions, employees will be introduced to the "Style and practice" and "Anti-Corruption" compliance guidelines. Finally, we ensure within the scope of our responsibility that all employees receive a welcome package including all relevant compliance topics.

xplace GmbH



Marco Wassermann
Managing Director



Dirk Schneeloch
Managing Director