

AXIOM INC. · CODE OF CONDUCT & ETHICS

1. OUR VALUES

Axiom is built on four core values: Innovation, Integrity, Inclusion, and Impact. Every employee is expected to embody these values in their daily work.

2. PROFESSIONAL CONDUCT

Treat all colleagues, clients, and partners with respect and dignity.
Maintain a harassment-free workplace (zero tolerance policy).
Protect confidential information and intellectual property.
Avoid conflicts of interest and disclose potential conflicts to your manager.
Follow all applicable laws and regulations.

3. DIVERSITY, EQUITY & INCLUSION

Axiom is committed to building a diverse team. We do not discriminate based on race, color, religion, gender, sexual orientation, national origin, age, disability, or any other protected characteristic. Our ERGs are open to all employees.

4. DATA PRIVACY & SECURITY

Never share passwords or access credentials.
Use company-approved tools for all work communications.
Report suspected security incidents to security@axiom.io immediately.
Complete annual security awareness training (mandatory).
Follow the principle of least privilege for data access.

5. SOCIAL MEDIA

Employees may use social media but must clearly state that views are their own.
Do not share proprietary information or unreleased product details on public platforms.

6. REPORTING CONCERNS

Use the anonymous ethics hotline (ethics@axiom.io) or speak to your HR Business Partner to report any concerns. Axiom has a strict no-retaliation policy.