

Principles of Conduct

These Principles of Conduct apply to all Intec Group employees, directors, agents, businesses and subsidiaries around the world.

Every Intec Group employee and director is expected to behave in accordance with these Principles. Violation may result in disciplinary action, including termination of employment.

Employees should discuss any questions regarding The Intec Group Principles of Conduct with their manager or The Intec Group CFO. (See “Implementation” section below.)

PRINCIPLE 1: Avoid all conflicts of interest

The Intec Group’s employees and directors must avoid any activity that might create a conflict of interest or create a perception of a conflict of interest. A conflict of interest occurs when an employee or director is, for any reason, in a position where his or her conduct could be (or appear to be) influenced by some factor other than concern solely for the best interests of The Intec Group. This could include employees, directors or their family members receiving gifts of more than a minimal value from someone working for a supplier, customer or competitor. It could also include an employee or director having a financial or other interest in a supplier, customer or competitor either directly or indirectly through a family member. (An investment of under 1% of the outstanding securities of a public company is not considered a conflict of interest.)

PRINCIPLE 2: Protect and properly use The Intec Group's assets

Employees and directors should protect The Intec Group’s assets and ensure their efficient use. All Intec Group assets should be used for legitimate business purposes.

PRINCIPLE 3: Make no improper payments or gifts

Improper payments or gifts include anything of more than a minimal value given to any person, firm or organization, whether associated with a customer, supplier, competitor, government or otherwise, to obtain improper preferential treatment for either The Intec Group or the employee or director. Examples include bribes, payoffs, kickbacks, gifts with more than a minimal value and payments for goods or services that either are not received or are at a greater price than is reasonably necessary. For additional information, see *The Intec Group Global Anti-Corruption Policy*.

PRINCIPLE 4: Do not use The Intec Group assets or funds for political contributions

The legal restrictions governing contributions to candidates for public office and causes differ around the world. In the United States and some other countries, employees and directors may make personal donations, but they cannot receive any type of reimbursement from The Intec Group.

PRINCIPLE 5: Do not use corporate opportunities for personal benefit

Employees and directors are prohibited from taking for themselves opportunities that properly belong to The Intec Group or are discovered through the use of corporate property, information or position; from using corporate property, information or position for personal gain; and from competing with The Intec Group. Employees and directors owe a duty to The Intec Group to advance The Intec Group's legitimate interests when the opportunity to do so arises.

PRINCIPLE 6: Comply with all applicable laws

It is The Intec Group's policy to comply with all applicable laws, rules and regulations. The Intec Group exists within a complex framework of local, national and international laws. Violations of these laws can be extremely costly to The Intec Group, damage our reputation and subject the company or the employee or director to criminal or civil penalties. Virtually every aspect of our business requires knowledge of some particular area of law, and the extent of knowledge needed by an employee or director will vary greatly from individual to individual. You are required to familiarize yourself with all of the laws and regulations that apply in the areas of your responsibilities. Certain laws demand the special attention of all employees and directors. These include:

- ANTI-CORRUPTION LAWS – The Intec Group must comply with a wide variety of anti-corruption laws, which prohibit bribery and similar improper payments. Violations of these laws may result in civil and criminal penalties against The Intec Group and its employees and directors. For additional information, see The Intec Group *Global Anti-Corruption Policy*.
- ENVIRONMENTAL, HEALTH AND SAFETY LAWS – These laws specify standards and procedures that should be followed to protect employee well-being and public safety. For example, if you work in an area where toxic materials are handled, you should be familiar with applicable regulations for the treatment and disposal of these substances, as well as with The Intec Group's written internal procedures.
- EMPLOYMENT LAWS – The Intec Group is committed to equal employment opportunity and fair treatment for employees, beginning with the hiring process and continuing through all aspects of the employment relationship. The Intec Group is an equal opportunity employer and our global businesses comply with all applicable employment laws, including minimum age and wage and hour laws. The Intec Group will not discriminate in any employment decision because of a person's race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, genetic information, veteran status, or any other basis prohibited by applicable law. The Intec Group prohibits the unlawful harassment of its employees and recognizes employee freedom of association and the right to bargain collectively, or to refrain from such. The Intec Group will not knowingly do business with suppliers who violate their nation's employment laws.
- ANTITRUST LAWS – Although this is a complex area, as a general rule, most forms of agreement or understanding with competitors, as well as various types of price discrimination between competing customers, are unlawful. If your activities cause you to confront these issues, you must familiarize yourself with the antitrust laws, and you should seek guidance on such issues from management and from The Intec Group's Finance Department.
- INTERNATIONAL TRADE LAWS – If you are involved in international trade, you must be familiar with a range of export-import controls, customs duties and trade sanction laws which apply to your business and products, including the U.S. Anti-Boycott Act.
- INTELLECTUAL PROPERTY RIGHTS – The Intec Group respects the intellectual property rights of others, including their valid patents, trademarks and copyrights. In particular, copyright laws prohibit the reproduction of print or electronic publications, including television or radio broadcasts, photographs, manuals, databases, sound recordings and webpages. Except for archival purposes, the copying of licensed software without the authorization of the copyright owner is prohibited.

If you have questions in any of these areas, please contact The Intec Group's CFO.

PRINCIPLE 7: Be fair to The Intec Group and to The Intec Group's employees, customers, suppliers and competitors

Each employee and director is expected to deal fairly with The Intec Group's employees, customers, suppliers and competitors. No one should take unfair advantage of anyone else through manipulation, concealment, abuse, misrepresentation of material facts or any other unfair dealing.

Fairness to others includes respect for their property and self-esteem, as well as their contributions to the overall success of The Intec Group. Fairness to the company includes:

- proper use of The Intec Group funds, equipment or other property, such as company vehicles and technology resources like computers and mobile phones (e.g., do not use company devices to misuse the internet);
- safeguarding trade secrets of The Intec Group and its customers, suppliers and business partners;
- creating and maintaining accurate financial books and records, including promptly and accurately answering inquiries by persons responsible for preparing The Intec Group's public disclosure documents;
- complying with internal controls and procedures; and
- avoiding conduct that interferes with performing your job duties to the best of your ability.

PRINCIPLE 8: Maintain confidentiality

Employees and directors must protect the Confidential Information entrusted to them by The Intec Group, its customers or suppliers. Confidential Information may only be used and disclosed as authorized by The Intec Group.

Confidential Information includes any proprietary business information of The Intec Group, its customers or suppliers that is not generally known to the public. Examples include:

- trade secrets, customer and supplier lists, pricing, margins, business and marketing plans and strategy, technical know-how, formulae, processes, designs, leadership and talent development;
- information which is generated or used in the operations of The Intec Group and relates to the actual or anticipated business of The Intec Group or The Intec Group's actual or prospective suppliers or customers;
- information which results from any task assigned to an Intec Group employee or work performed by such person on behalf of The Intec Group or any customer of The Intec Group, and relates to the actual or anticipated business of The Intec Group or The Intec Group's actual or prospective suppliers or customers; and
- other proprietary business information that might provide a business advantage to The Intec Group, its customers or suppliers, or a business disadvantage to them if disclosed.
- confidential information can be in hard copy or electronic format and can also include information received verbally. These obligations to protect confidential information continue after your employment with The Intec Group ends. In addition, when you

leave The Intec Group, you must return or destroy all confidential information in your possession.

IMPLEMENTATION

If you have any questions or concerns regarding The Intec Group's Principles of Conduct, you should discuss the matter with your manager.

If you believe that a violation of the law or The Intec Group's Principles of Conduct has occurred, or may be going to occur, you are required to tell your manager immediately. However, if you are uncomfortable discussing the matter with your manager, or his or her response is not adequate, you may also contact The Intec CFO and Corporate Secretary.

If you have concerns regarding questionable accounting or auditing matters, you may contact CEO Steven Perlman 847-202-3402.

You may submit such concerns anonymously if you prefer. However, keep in mind that the more information you provide, the easier it will be for The Intec Group to investigate and appropriately respond to your concern. To the greatest extent practicable, all inquiries will be handled confidentially. The Intec Group will not tolerate retaliation against anyone who expresses a concern or reports a suspected violation in good faith.

Waivers of The Intec Group's Principles of Conduct for executive officers or directors may only be made by The Intec Group's Board of Directors or by a Board Committee.

CERTIFICATION

I have received and read The Intec Group's Statement of Principles of Conduct and I agree to comply with it and to promptly report any questions or concerns as explained in the "Implementation" section.

Except as explained below, to the best of my knowledge, neither I, nor a member of my immediate family is engaged in any activities which may be regarded to conflict with the best interests of The Intec Group. *(Even if you have disclosed in previous years, continue to disclose as long as the possible conflict exists.)*

Except as explained below, I am not aware of any possible violation of these principles (either by me or any other employee or director of The Intec Group, its businesses or subsidiaries) that has not already been reported by me in a prior certification.

Date _____ Signature _____

Name (Please Print) _____

Location _____

Explain possible conflict of interest or other violations of the Statement of Principles:
