

# Code of Conduct

Inission's success in business builds on providing its services at the right quality in a sustainable way. It also depends on building and maintaining trust from our coworkers, suppliers, business partners and all other stakeholders.

This Code of Conduct specifies what we require from ourselves, our suppliers and business partners in order to be successful.

Inission is a Signatory member of the UN Global Compact and support the ten principles of human rights, labor law, environment and anti-corruption. Inission encourage all suppliers and business partners to join UN Global Compact.

## WORDS FROM THE CEO

Dear Coworker, Supplier and Business partner,

It is essential that our world can trust us. Trust our professionalism and integrity. Therefore, we must be professional in all our actions.

Actions are results of values and norms. We use our core values as guiding stars in everything we do. Our company culture relies on our core values.

It is not always easy to put your finger on culture, but it builds up day by day through all our actions. A culture is not something that is constant once it is there. Therefore, this is something a company constantly needs to work with and that is what we at Inission do every day.

This code of conduct states what Inissions stands for and how we shall act to build trust.

Our vision is to lead the development in the industry, to become the best total supplier, for the customer and for the customer's customer.  
Our mission is: The most satisfied customers.

I am proud of what we have accomplished,  
what we do and how we do it.



*Fredrik Berghel, Acting CEO Inission*



## OUR VALUES

Inission's values are the foundation for everything we do at Inission and they are the base of our Code of Conduct. Our values were created from within. We also live them from within, in our roles and work.

### Precision

We have the best precision on the market because we give the details the attention they deserve.



*"The definition of precision"*

### Trust

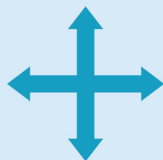
We promise to always say as it is.  
It is trust in its purest form



*"Trust is the heart of the business"*

### Flexibility

Curiosity makes us crave new solutions.  
The sense of responsibility ensures that the solutions are the best possible.



*"Flexibility is a state of mind"*

### Attitude

Out of honesty comes respect.  
Out of respect comes commitment



*"The sum of all the parts"*

## REQUIREMENTS & STATEMENT

Inission expects each coworker, supplier and business partner to comply with this Code of Conduct, including revisions of the Code, even if it may imply a higher standard than national or international law.

Inission, suppliers and business partners (hereinafter We) hereby declare that we shall comply with the following pages and statement. We shall comply with the laws and regulations of each country where we operate as well as support and promote universal principles such as:

- UN Global Compact
- UN Universal Declaration of Human Rights
- UN Convention on the Rights of the Child
- Applicable ILO Conventions

We act with high integrity and a clear ambition to act responsibly and sustainably.

# Human and Workers' Rights

For Inission, human and workers' rights are fundamental for carrying out our business. We support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit in human rights abuses.

## FORCED AND CHILD LABOR

We shall uphold the elimination of all forms of forced and compulsory labor. We respect children's right to personal development and education. We do not accept child labor as defined by national law or forced labor by any of its suppliers or their suppliers and we shall uphold the effective abolition of child labor.

## EQUALITY AND NON-DISCRIMINATION

All employees shall have equal opportunities based on competence and experience regardless of gender, ethnic background, sexual orientation, political opinion or religion. We shall uphold the elimination of discrimination in respect of employment and occupation.

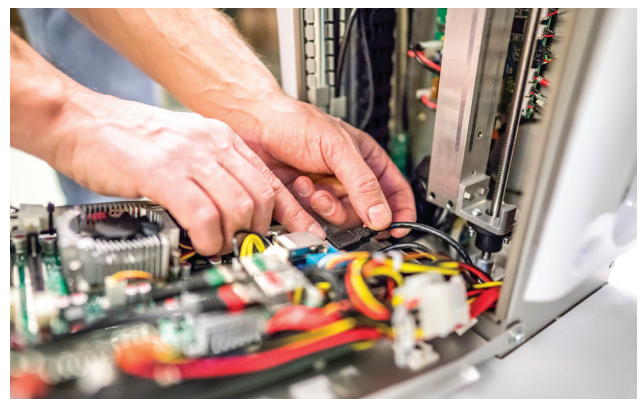
## FREEDOM OF ASSOCIATION

We support our employees' right to freedom of association and collective bargaining and encourage open and active dialogue with our employees and employee representation bodies. We shall uphold the freedom of association and the effective recognition of the right to collective bargaining.

## CONFLICT MINERALS

We shall comply with the rules relating to "conflict minerals" according to the Dodd-Frank Wall Street Reform and Consumer Protection Act Of 2010, "Conflict minerals" are defined as Tantalum, Gold, Tin and Tungsten that origins from and is involved in financing conflicts in the Democratic Republic of the Congo or an adjoining country.

For further information see Inission's conflict minerals policy at [www.inission.com](http://www.inission.com).



# Environment

Inission's sustainability work is an integrated part of our business and environment is an integrated part of our sustainability work. The environment is of increasing concern globally and Inission expects its suppliers and business partners to act responsibly in this respect.

We support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.

We must comply with this and all applicable environmental laws and regulations in the country of operation.

Environmental progress is a key factor in Inission's vision to lead the development of our industry. Inission's Environmental policy stipulates three principles for environmental work:

- Systematically and continuously reduce the environmental impact by reducing energy consumption, reducing the consumption of raw materials, minimizing waste and increase recycling.
- All production facilities shall be certified according to ISO 14001 or strive towards and we shall follow or surpass all applicable environmental laws and regulations.
- Show respect and take responsibility for the environment wherever we operate.

## ROHS AND REACH

We strive towards minimizing our use of hazardous and dangerous chemical substances. Therefore, we shall comply with RoHS<sup>1</sup> and REACH<sup>2</sup>.

For further information see Inission's RoHS and REACH policy at [www.inission.com](http://www.inission.com).

<sup>1)</sup> ROHS (*Restriction of Hazardous Substances Directive 2002/95/EC*)

<sup>2)</sup> REACH (*Registration, Evaluation, Authorisation and restriction of Chemicals*)





# Business Ethics

Trust is the heart of our business and to build and maintain trust we must act with a high level of integrity. For Inission this means honesty and strong moral principles in all our actions, statements and reporting, wherever we operate.

## ANTI-CORRUPTION

We shall work against corruption in all its forms, including extortion and bribery. Not participate or endorse any corrupt practices such as offering or receiving any gifts, rewards or benefits that could affect our or our business partner's objectivity in business decisions.

## CONFLICT OF INTEREST

Representatives of Inission should not participate in financial and business-related activities that could potentially create a conflict of interest between Inission's interests and their own personal interests or those of a close third party.

## CONFIDENTIAL INFORMATION

We all have an obligation to protect information that Inission considers confidential. Theft or unauthorized use or disclosure could significantly hurt our business. This includes any non-public information about our processes, product information, innovation, and financial or strategic plans or position.

## INSIDER TRADING

While working at or with Inission, you may come across inside information that affects the Inission share. Any time you have access to inside information, you are subject to legal and regulatory duties and violation of these duties may constitute a criminal offense.

## TRANSPARENCY

Inission shall report in a transparent, truthful, and timely manner to convey a true view of the performance. Inission report financial transactions in accordance with generally accepted accounting practices. Inission report truthfully on any non-financial information that we have an obligation to disclose.



## Governance

The Board has ownership of the Code of Conduct and performs content and compliance reviews, and it approves the overall Inission strategy and organization.

The CEO is responsible to the Board for the daily operations of Inission.

Inission Executive Management is responsible for developing and following up on strategies, objectives, and policies, including financial, social, and environmental performance, under the leadership of the CEO.

The Code of Conduct is subject to review at least every other year.

## Compliance and consequences of violation

Breaches of the Code of Conduct are not acceptable. Any routine, practice or behavior that is not in accordance with this policy shall be ceased immediately.

Coworkers' failure to meet the required standards of conduct according to this Code of Conduct and/or the law will result in appropriate disciplinary actions by Inission.

Any violation of the principles of this policy from suppliers and business partners will by definition lead to an investigation of the situation, and the business relation with Inission will be questioned and possibly terminated.

