

Inissions Whistleblower Policy

Introduction

Inission strives to have an open business climate, high business ethics and healthy employees. Our employees, customers and suppliers are our most important sources of insight into any shortcomings that need to be rectified.

As our company is a value-driven business, we want those who suspect any misconduct, which is contrary to our values, business ethics or current legislation, to have the opportunity to speak without fear of retaliation. You can choose to submit your report anonymously. To protect informants, we have a whistleblower policy with an associated reporting function.

Whistleblowing

Whistleblowing means drawing the management's attention to potentially illegal and / or unethical activity, also known as misconduct.

What can be reported?

Through this function, suspicion of serious misconducts can be reported. Serious misconducts include:

- Economic crime such as bribery, theft, fraud and forgery, accounting fraud and other breaches of accounting and tax laws
- a conflict of interest between an employee and Seamless
- other serious misconducts affecting our vital interests or the lives and health of individuals, such as serious environmental crimes, major deficiencies in workplace safety and serious forms of discrimination and harassment.

Who can report?

The reporting routine can be used by all employees (regardless of type of employment) in all of our companies. Customers, suppliers, shareholders, former employees and society in general can also use the function

How to report other errands?

Other types of cases such as disputes, errors, complaints, minor crimes, dissatisfaction with salary will not be considered as a whistleblower case and should not be reported via this system. These matters must primarily be reported to supervisor or another member of the management team

Reporting

To ensure your anonymity, a reporting tool is provided by an external and independent partner. The reporting channel is encrypted and password protected. You never have to reveal your identity if you do not want to. You can choose to report through:

Reporting tool: <https://inission.whistlelink.com/>

Phone: +4654 77 19 305

Physical meeting: Please call or notify through the reporting tool that you want a physical meeting

- You do not have to have proof of your suspicion but no accusation can be made with malicious intent or with the knowledge that the accusation is false
- It is important that you describe all the facts in the case, including the circumstances that you think are less important
- Please develop your statement carefully and attach anything that may be relevant.

Who will receive the report?

All reports are received by a central function. If external expertise is required, investigations can also be carried out by an external company with long experience of whistleblower cases and related investigations. No information about you as a notifier will be disclosed unless you have given your permission to this. You choose if you want to be completely anonymous to the independent actor's investigator or if you want to announce your identity.

Response

Within a week after your report been send ,you can log in with your personal login and password to see any follow-up questions / comments from. You can follow up your case through the reporting tool. Make sure you have written down the case number and the code that you receive when you file your report. Log in regularly as the investigators may need to ask you supplementary questions and in some cases want to act quickly. Within three months, you will receive the status of the case.

Privacy and anonymity

Our values great importance to the protection of personal privacy. The rights of persons who appear in cases in the whistleblower process are protected in accordance with current data protection laws. Personal data included in the case management and investigation documentation will be deleted after the investigation has been completed, with the exception of cases where applicable laws state that personal data must be saved. In other respects, reference is made to Inissions personal data policy.

Abuse

We will investigate all cases that are reported. It is important that every individual who raises the alarm really suspects that there is a serious misconduct. Inission takes deliberately false or malicious accusations seriously and can take disciplinary action against anyone who intentionally accuses someone else.

External reporting

It is also possible to report misconduct externally to a competent authority who can receive, provide feedback, and follow up on whistleblowing cases and, where applicable, to EU institutions, bodies, or agencies. Further information can be found in the link External reporting.

Owner of policy

Owner of this policy is CFO. The policy will be reviewed once a year.