

## Code of conduct

Inpipe Sweden's code of conduct is based on the 10 principles that have been produced within the framework of the UN's Global Compact. The code of conduct concerns human rights, employment law matters, environment and anti-corruption. These areas cover the essential parts of the responsibility that it is natural for the company to take. The fundamental principles in the code of conduct are:

### Human rights

1. Inpipe supports and respects the protection of international human rights and sets corresponding requirements for its suppliers.
2. Inpipe does not take part in breaches of human rights and sets corresponding requirements for its suppliers.

### Labour legislation

3. Inpipe maintains freedom of association in accordance with local legislation and all employees are free to start or take part in union activities. Inpipe recognises the right to collective negotiations regarding employment conditions and sets corresponding requirements for its suppliers.
4. Inpipe repudiates all forms of slave labour. Employees are entitled to leave their job in accordance with local legislation or an employment contract. Inpipe sets corresponding requirements for its suppliers.
5. Inpipe repudiates all types of child labour. No person under the age of 15 must be employed, and where tasks are particularly demanding, the person must be at least 18 years old, and sets corresponding requirements for its suppliers.
6. All discrimination, irrespective of ethnicity, skin colour, gender, religion, political views, national origin, social origin, age, disability, HIV/AIDS status, membership of trade union and sexual orientation, must be avoided when taken on or while working. Physical or psychological harassment is strictly forbidden. Inpipe sets corresponding requirements for its suppliers.

### Environment

7. Inpipe supports the precautionary principle regarding environmental risks: "Where there is a threat of serious or irreparable damage, a lack of complete scientific safety must not be used as a reason to postpone cost-effective measures to prevent environmental destruction".
8. Innovative solutions which involve a reduction in environmental impact are encouraged, and Inpipe actively takes the initiative to promote the taking of greater environmental responsibility.
9. Inpipe encourages development and the spreading of environmentally-friendly

technology. Sustainable development is a key word and Inpipe works with environmental issues on the basis of a preventative perspective.

#### Anti-corruption

10. Inpipe works against all forms of corruption, including extortion and bribery.

Compliance with Inpipe's code of conduct is assessed in connection with Inpipe's annual review of the ISO 9001 management system, at the time of the annual supplier assessment or where necessary.

Any deviations from the Inpipe code of conduct must be documented and measures must be taken. Ceasing cooperation with suppliers may be appropriate.

Vilhelmina, 15/02/2018

Nicklas Björnvind

MD