

	Dokumentnamn Code of Conduct	Dok.nr Q-0143	Rev.nr 3	Sida 1 (1)
	Utfärdare Rolf Näslund	Datum 2025.01.08	Ursprungsdatum 2018.05.15	

## Code of Conduct

Inpipe Sweden's Code of Conduct is based on the 10 principles developed within the framework of the UN Global Compact. The Code of Conduct addresses human rights, labor rights, environmental issues, and anti-corruption. These areas encompass the essential aspects of corporate responsibility that the company naturally undertakes.

The fundamental principles of the Code of Conduct are as follows:

### Human Rights

1. Inpipe supports and respects the protection of international human rights and requires the same from our suppliers.
2. Inpipe is not complicit in human rights abuses and requires the same from our suppliers.

### Labor Rights

3. Inpipe upholds freedom of association in accordance with local legislation, and all employees are free to establish or participate in trade union activities. Inpipe recognizes the right to collective bargaining regarding employment terms and requires the same from our suppliers.
4. Inpipe rejects all forms of forced labor. Employees have the right to terminate their employment in accordance with local laws or employment agreements. Inpipe requires the same from our suppliers.
5. Inpipe opposes all types of child labor. No individual under the age of 15 shall be employed, and for particularly demanding tasks, the individual must be at least 18 years old. Inpipe requires the same from our suppliers.
6. All forms of discrimination, regardless of ethnicity, color, gender, religion, political opinion, national origin, social background, age, disability, HIV/AIDS status, union membership, or sexual orientation, must be avoided in employment or professional practice. Physical or psychological harassment is strictly prohibited. Inpipe requires the same from our suppliers.

### Environment

7. Inpipe supports the precautionary principle regarding environmental risks: "Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."
8. Innovative solutions that reduce environmental impact are encouraged, and Inpipe actively initiates efforts to promote greater environmental responsibility.
9. Inpipe encourages the development and dissemination of environmentally friendly technologies. Sustainable development is a key concept, and Inpipe addresses environmental issues from a preventive perspective.

### Anti-Corruption

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

Compliance with Inpipe's Code of Conduct is evaluated in connection with Inpipe's annual review of the ISO 9001 management system, during annual supplier assessments, or as needed.

Any deviations from Inpipe's Code of Conduct must be documented, and corrective measures must be taken.

Termination of cooperation with suppliers may become necessary.