

Code of Conduct

Inissions success in business builds on providing its services at high quality yet also socially and environmentally sustainable. It also depends on building and maintaining trust from our customers, suppliers, employees and all other stakeholders

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

Inission and its suppliers shall comply with the laws and regulations of each country where we operate as well as internationally agreed standards such as the Universal Declaration of Human Rights, The UN Convention on the Rights of the Child and applicable ILO Conventions.

Anti-Corruption

Representatives of Inission shall 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.

Child Labor and Workers Rights

Inission does not accept child labor as defined by national law or forced labor by any of its suppliers or their suppliers.

All employees shall have equal opportunities based on competence and experience regardless of gender, ethnic background, sexual orientation, political opinion or religion.

Inission respect the right of all employees to join a recognized union organization to represent their interests and expect its suppliers to do the same.

We require our suppliers and their suppliers to ensure a safe and healthy working environment including physical working conditions, wages, benefits, working hours and leave as defined by national and international laws and regulations.

Conflict Minerals

Inission strives for compliance 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.

Inission expects its suppliers to exercise appropriate due diligence to ensure that its use of such minerals are determined to be "conflict free".

Environment

The environment is of increasing concern globally and Inission expects its suppliers and other business partners to act responsibly in this respect. Our suppliers must comply with all applicable environmental laws and regulations in the country of operation.

Suppliers must ensure that all products are produced in factories that have the relevant environmental permits and licenses for its operations.



Olle Hulteberg



Fredrik Berghel