

# CODE OF CONDUCT

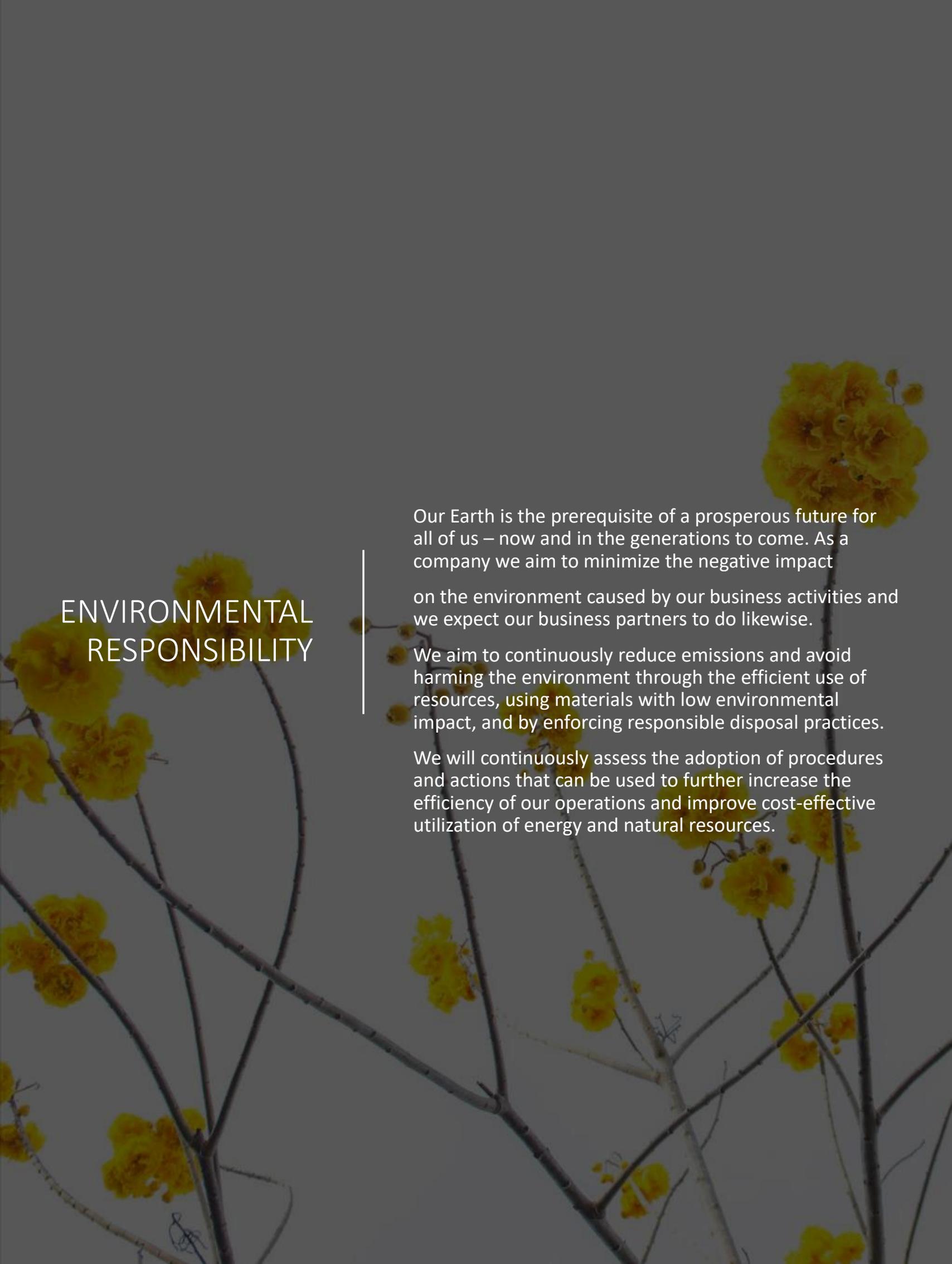


# STRONG LEADERSHIP

Strong leadership is about having a vision, creativity, and the ability to influence and support others – all to move an organization forward and find new paths where the business can evolve and prosper.

We continuously aim to provide our customers with products and services of high uniform quality, delivered on time and at competitive cost. And we always do this complying with legal requirements and regulations as well as the value benchmarks of society.

Focus on sustainability and environmentally friendly solutions and in everyday life, is key for us. We take responsibility for our impact on the environment and aim to keep our negative impact at a minimum. And we expect our business partners to operate on the same set of values

A photograph of a branch with several bright yellow flowers, likely a flowering quince, set against a dark, muted background. The flowers are in various stages of bloom, with some showing multiple layers of petals. The branch is thin and woody, with some smaller buds visible.

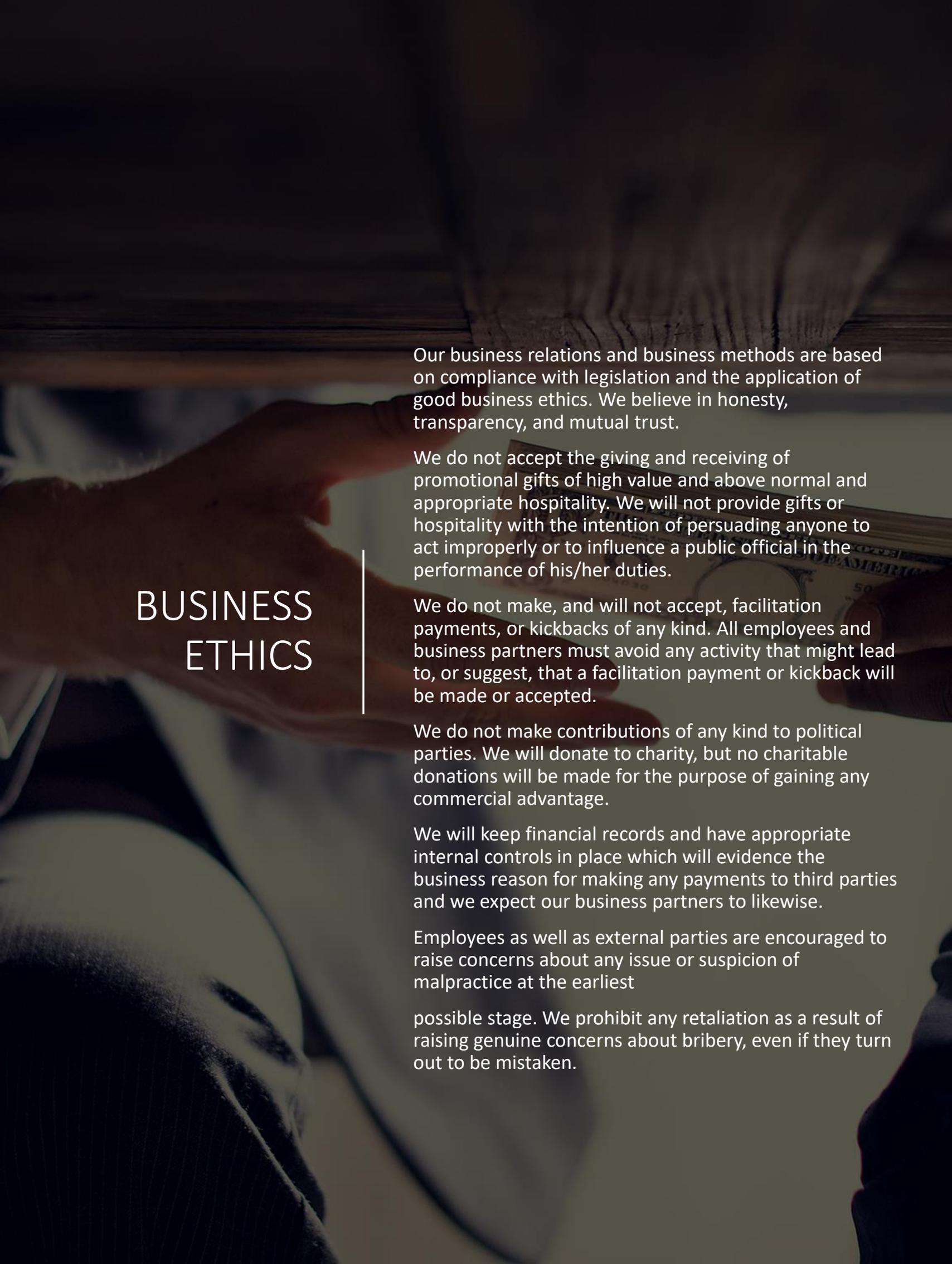
## ENVIRONMENTAL RESPONSIBILITY

Our Earth is the prerequisite of a prosperous future for all of us – now and in the generations to come. As a company we aim to minimize the negative impact

on the environment caused by our business activities and we expect our business partners to do likewise.

We aim to continuously reduce emissions and avoid harming the environment through the efficient use of resources, using materials with low environmental impact, and by enforcing responsible disposal practices.

We will continuously assess the adoption of procedures and actions that can be used to further increase the efficiency of our operations and improve cost-effective utilization of energy and natural resources.



## BUSINESS ETHICS

Our business relations and business methods are based on compliance with legislation and the application of good business ethics. We believe in honesty, transparency, and mutual trust.

We do not accept the giving and receiving of promotional gifts of high value and above normal and appropriate hospitality. We will not provide gifts or hospitality with the intention of persuading anyone to act improperly or to influence a public official in the performance of his/her duties.

We do not make, and will not accept, facilitation payments, or kickbacks of any kind. All employees and business partners must avoid any activity that might lead to, or suggest, that a facilitation payment or kickback will be made or accepted.

We do not make contributions of any kind to political parties. We will donate to charity, but no charitable donations will be made for the purpose of gaining any commercial advantage.

We will keep financial records and have appropriate internal controls in place which will evidence the business reason for making any payments to third parties and we expect our business partners to likewise.

Employees as well as external parties are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest

possible stage. We prohibit any retaliation as a result of raising genuine concerns about bribery, even if they turn out to be mistaken.



# PEOPLE

Our employees are our most important asset.

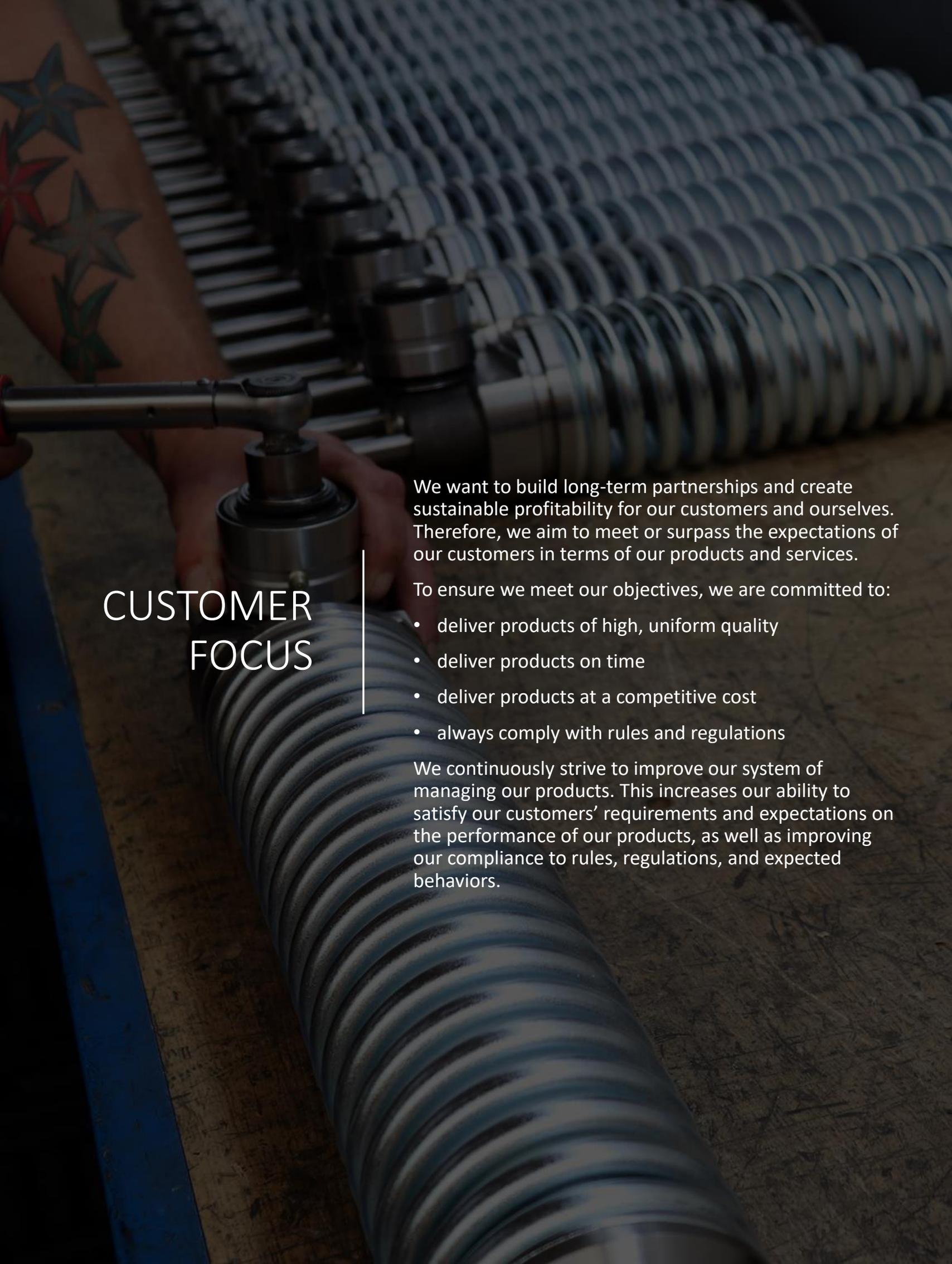
Occupational health and safety is our first priority. And we expect our business partners to follow our lead. We always aim to provide work conditions, products, and services that do not compromise the health and safety of our people or the surrounding environment, and we continuously strive to improve these - our goal is to completely avoid accidents. As both a team and as individuals, we take responsibility for ourselves and the people around us by working in compliance with safety rules and regulations, and by continuously striving to improve the safety of our immediate work environment as well as in our supply chain.

We treat all employees fairly, properly and with respect. We value diversity and equality, and do not accept harassment, threats or discrimination against any employees or business partners. We respect the right to organize and collective bargaining. And we do not permit child, illegal or forced labor.



## LOCAL ENGAGEMENT

We involve ourselves in and collaborate with local communities, networks and institutions. We spread the knowledge of our products and our company. We prioritize local sponsorship agreements that support our values. And we do not engage in politics.



## CUSTOMER FOCUS

We want to build long-term partnerships and create sustainable profitability for our customers and ourselves. Therefore, we aim to meet or surpass the expectations of our customers in terms of our products and services.

To ensure we meet our objectives, we are committed to:

- deliver products of high, uniform quality
- deliver products on time
- deliver products at a competitive cost
- always comply with rules and regulations

We continuously strive to improve our system of managing our products. This increases our ability to satisfy our customers' requirements and expectations on the performance of our products, as well as improving our compliance to rules, regulations, and expected behaviors.

# Signature

- I hereby confirm that “Name of recipient” have read through and understand this Code of Conduct from IPL GROUP

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Name and title of recipient:

Company name:

