



## INOAPPS ETHICS COMMITMENT STATEMENT

### Introduction

At Inoapps, we take great pride in the way we conduct our business, treat our personnel and others we do business with, and our contributions to the communities in which we live and work. We also take great pride in our culture of integrity and high ethical standards which are central to how we do business. Our suppliers and contractors are key to our business and we expect the same standards from our suppliers and contractors as we expect from ourselves.

Our Ethics Code sets out the core standards and policies under which we operate, and which we expect our suppliers and contractors to operate to ensure we are all doing the right thing the right way. It describes how we should conduct ourselves in the workplace and marketplace and recognises our commitment to the environment and communities in which we operate. It also describes how each of us should handle various legal and ethical matters. Our Ethics Code is founded upon our strong business values and adhering to it helps us ensure all our actions are in the best interests of our organisation and our customers.

Our behaviour defines our reputation and our success is dependent on it. By working together and following our Ethics Code we will ensure that we continue to meet the high standards expected of a leading member of the global business community.

### Our business values

We are committed to achieving our business goals in an open, honest, ethical and principled way. Doing business with integrity is embedded in our culture and we strive to do the right thing. We:

- support the United Nations Global Compact, a voluntary corporate responsibility initiative intended to protect human rights, encourage fair and non-discriminatory employment practices, promote the care of the environment and eliminate corruption;
- strive to do business with customers, suppliers and stakeholders who operate ethically and align with our values of inclusion and diversity, having a no tolerance approach to harassment and discrimination of any kind; and
- are committed to complying with all applicable laws and regulations.

### Our commitments

We will

- hold everyone to the same standards of behaviour, regardless of their position within the organisation;
- provide policies, training and resources to guide the organisation and our staff;
- enable a culture where people feel comfortable to ask questions, speak up and report concerns;
- listen to concerns that may be raised and act on them in a fair and timely manner; and
- ensure there is no retaliation for raising concerns.



## Reporting concerns

We investigate suspected breaches of our Ethics Code promptly and take appropriate remedial actions when breaches are discovered. This is important to protect our personnel, our customers and others we do business with and preserve our reputation.

If you know or suspect anyone has breached our Ethics Code or otherwise acted unethically or illegally, it is important that you report your concerns promptly to our Group Legal Counsel, by email: [Kirsty.Knowles@inoapps.com](mailto:Kirsty.Knowles@inoapps.com), or telephone: +44 (0)7976 865951.

It is important to report breaches regardless of the identity or position of the person involved.

We prefer you to identify yourself if you report a suspected breach. However, we recognise that in some cases you may feel it necessary to remain anonymous and our reporting system allows you to report concerns anonymously. We will not disclose the identity of anyone who reports a suspected breach or who participates in a related investigation unless:

- the person submitting the report authorises disclosure;
- disclosure is required by law; or
- disclosure is necessary to properly investigate the matter.

Retaliation in any form against an individual who sincerely believes a breach of our Ethics Code or law may have occurred and reports it, even if the report is mistaken, or who assists in the investigation of a reported breach, is itself a breach of our Ethics Code. Any member of staff responsible for any such retaliation will be subject to disciplinary action, including termination.

**Andrew Bird**  
**CEO, Inoapps**