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# Code of Conducts

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## 1 PURPOSE

The implementation of a code of conduct seeks to ensure that everyone within InflowControl follow the same principles and standards of conduct. The code serves as a guideline to prevent corruption and unethical behaviour and will provide a clear policy to address any such attempts.

Having a code of conduct in place can help to foster an atmosphere of transparency, responsibility and trust.

### 1.1 Target Group

The policy's intended audience is every employee at InflowControl.

## 2 REFERENCES

1. *None*

## 3 DEFINITIONS AND ABBREVIATIONS

Term	Definition
-	

## 4 INTRODUCTION

InflowControl are changing the oil industry to become more sustainable and cost efficient. Our innovative, accountable and diversity culture is central to realizing this vision. Every day each one of us can face challenging and difficult situations. Integrity and business ethics we bring to solve these challenges, is fundamental for our further growth and success.

Our Code of Conduct is our guideline for the way we conduct business operations. It presents each of us with an ethical and behavioral framework to guide our response to the challenging and sometimes difficult choices we face. And it reflects the commitments contained in our Values Statement.

Whenever we encounter an ethical issue, each of us has the responsibility to respond in a manner that reflects our values in action. Full compliance with the Code of Conduct is essential and InflowControl board, employees and hired contractors all have a personal commitment to follow it. Breaches of the Code may result in disciplinary action.

By delivering on the promise of our Code, we demonstrate what InflowControl stands for, and send a clear message to those we work with about the strength of our commitment to ethical behavior and the promise of making better wells.

Code of Conduct is organized into four categories to guide our behavior across all areas of our activity:

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# Code of Conduct

Four principles

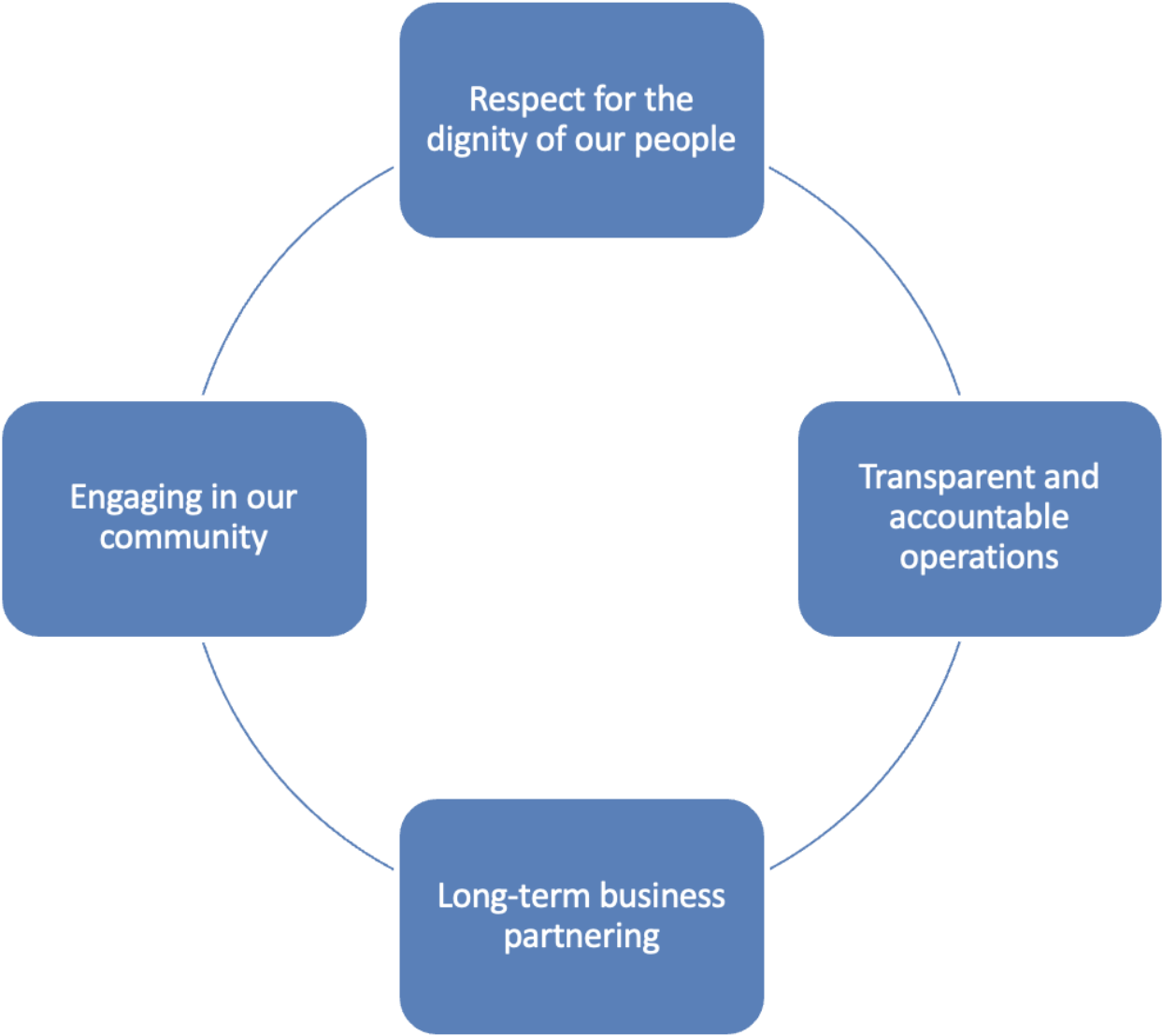


Figure 1: Four Principles

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## 4.1 Your Personal Commitment

### I. Respect of the Dignity of our People

- We treat everyone with fairness, respect and dignity
- We take responsibility to create and maintain a good working environment
- We have high standards in health and safety standards and take measures to prevent accidents and injuries
- We take ownership for our individual work and take pride in what we deliver as a team.
- We empower our people through positivity
- We build diverse teams and value the significant uniqueness of each individual on a team
- We consult with each other and value the perspectives of those who are different from us
- We are committed to communicate openly, honestly and with integrity
- We are constantly looking for new and better ways forward

### II. Transparent and Accountable Operations

- We comply with laws and regulations that applies to us
- We are transparent, complete and accurate in all your dealings and submission of data and information
- We protect information acquired through our work and ensure appropriate confidentiality and integrity
- We adhere to and comply with InflowControl policies
- When dealing with partners and/or cross-border transactions we ensure compliance with sanctions requirement and/or export and import control laws
- We are attentive and report findings of unusual payments, invoicing and banking arrangement as well as unusual tax status of suppliers in order to prevent money laundering
- We safeguard InflowControl assets against loss, theft and misuse
- We are vigilant of cyber-attacks and malicious activities and immediately report any incidents

### III. Long-Term Business Partnering

- We have high standards in business ethics and integrity
- We meet customers with respect and treat our suppliers impartially and fairly
- We meet and refer to competitors in a professional manner
- We do not offer or accept any benefits or gifts, except for promotional items of minimal value
- We respect the culture of those countries in which we operate
- We are committed in delivering quality products

### IV. Engaging in Our Community

- We aim to create lasting local value through our business activities
- We meet public authorities and Non-Governmental Organizations in an appropriate and open manner
- We do not make contributions to political candidates or political parties
- We are committed to prevent harm to the environment
- We communicate about InflowControl in a consistent manner. When using social media, use good judgement and show respects towards your colleagues, business partners and communities

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