

## Innflow Commitment

Our objective is to contribute to sustainable development nationally and globally through our business operations. At Innflow, we want to run a sustainable business where we contribute to a positive impact on the basic principles of social, environmental and economic development. To achieve this, we work in accordance with the internationally recognised principles of responsible business operations, the UN Guiding Principles on Business and Human Rights (UNGPs), as well as the OECD Guidelines for Multinational Enterprises (OECD).

Innflow is committed to ensure that we operate our business in accordance with the above principles of responsible business behaviour, and to encourage our suppliers and other business partners to do the same. Through these efforts, we will make a tangible contribution to sustainable development. Our responsibility reaches further than the implicit assumption that we and our business partners comply with laws and regulations, no matter where in the world we or they operate. To support our contribution to sustainable business operations, incorporated workflows and procedures will ensure that business operations follow the above principles. Our expectation is that all employees in our company are familiar with the international principles of sustainable development and assist us in dealing with potential and current negative impacts on these principles for human rights, incl. labour rights, the environment and anti-corruption.

We have formulated a Code of Conduct that we ourselves follow, and which we expect our suppliers and other business partners to follow as well. Innflow's procedures, as well as the Code of Conduct, should be perceived as tools for collaboration and dialogue, and we will continuously strive to improve our management systems in order to deal with adverse impacts on human rights, including workers' rights, the environment and anti-corruption. Through these procedures for necessary diligence, we will identify risks, seek to prevent or mitigate negative impacts, measure the effectiveness of our efforts, and communicate about our work. We want to involve our stakeholders in the process of dealing with adverse impacts and contributing to a positive development.

Innflow will share our experiences through collaborations in the value chain in order to minimise negative impacts and create positive development. We believe that collaboration and dialogue create the most effective partnerships and that trust built through long-term collaboration is a prerequisite for openness and willingness to change.

Through guidance from Danish Fashion and Textile, together with our employees, we have worked through and updated our procedures and the Code of Conduct in relation to the expectations of the UNGPs / OECD.

In order to be proactive, our policies and procedures within the CSR area are reviewed annually, and all other policies and procedures in our company must comply with this Commitment. Innflow continuously evaluates how risks are managed in our own company and will enter into dialogue with selected suppliers to adjust efforts if necessary. We want to develop our cooperation with suppliers through close collaboration on this subject.

We will communicate about the progress of our work annually in a public report, and we will communicate how we deal with concrete adverse impacts with people who may be affected or have a business relationship with us.

Owner & CEO, Innflow  
Vejen 03.03.2020

Chairman of the board, Innflow  
Vejen 03.03.2020