

Human Rights Policy

InflowControl is dedicated to upholding human rights and eliminating all forms of discrimination in its operations. The company's business practices align with the United Nation's Guidelines on Business and Human Rights¹, The 10 Principles of the UN Global Compact² and The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work (ILO)³.

This commitment extends to all applicable international human rights regulations, along with the domestic laws of the countries where the company operates.

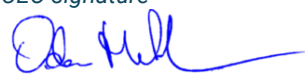
The policy applies to all employees of InflowControl. Its purpose is to maintain the commitment to human rights and non-discrimination throughout all stages of operations.

InflowControl actively works to:

- Ensure a safe, inclusive work environment and conditions for employees
- Uphold equal opportunities and fair treatment for everyone
- Foster diversity and inclusion at all levels of the company
- Continuously review and enhance policies and procedures based on evolving standards, best practices, and stakeholder feedback
- Prohibit any form of forced, trafficked, and child labor
- Educate and train employees on human rights issues, company policies, and commitments
- Provide opportunities for growth and professional development
- Guarantee employees' rights to fair compensation and benefits
- Maintain transparency and accountability by implementing systems to address human rights breaches, fostering a culture that promotes these values
- Prevent all forms of discrimination, bullying and harassment
- Ensure supply chain responsibility by annually conducting supplier evaluations to confirm compliance with human rights standards

InflowControl stands firm in its commitment to uphold human rights and will continuously strive to improve its policies and practices to ensure a respectful and inclusive environment for all.

CEO signature



¹ [GuidingPrinciplesBusinessHR_EN.pdf \(ohchr.org\)](#)

² [The Ten Principles | UN Global Compact](#)

³ [ILO 1998 Declaration on Fundamental Principles and Rights at Work and its Follow-up | International Labour Organization](#)