

PRINCIPLES OF RESPONSIBLE SOURCING

Code of conduct



OUR PARTNERSHIP

We continuously work on establishing trustful partnerships with our suppliers. This strong alliances will enable us to meet big challenges and create positive impact together. We want our partners to share the same values when it comes to protect the environment and society.

We love to work with innovators that are open to discuss ideas and visions, try new approaches and work with us to find the best solution. We want to be respectful and transparent with each other. This means that we stay in a permanent dialogue, share environmental and social data and information.

OUR VALUES

Together with our suppliers we respect the internationally recognized human rights and base our actions on the United Nations Guiding Principles on Business and Human Rights. We place special importance on the rights stated in the International Bill of Human Rights and the core labor standards of the International Labour Organization (ILO). We expect our suppliers to follow (inter-) national regulations.



OUR PRINCIPLES



People

Employment is
freely chosen

Freedom of association
and collective
bargaining are
respected

A health and safety
management system
is implemented

Child labour shall
not be used, and
appropriate measures
taken to avoid it along
the supply chain

Wages and benefits
meet, at a minimum,
national legal
standards

Working hours are
not excessive

No discrimination
practiced

Sexual harassmt
does not take place

Regular employment
is provided

No harsh inhuman
treatment is allowed

OUR PRINCIPLES



Enviroment

In areas of water scarcity clear goals to reduce water consumption are set out

Hazardous substances are to be identified, labeled, and managed to ensure safe handling (cf. Rohs and REACH)

An environmental management system is implemented

Energy-efficiency of business activities shall be evaluated on a regular basis

GHG and other air emissions shall be prevented or minimized

OUR PRINCIPLES



Governance

Information on sub-supplier and country of origin are to be collected and shared	At minimum one responsible person for the topics is to be assigned	An appropriate risk management system is to be established	An appropriate complaint procedure is provided and communicated to the employees
Changes to the supplier-base are to be shared immediately	Instagrid principles and values are communicated to relevant sub-suppliers	A Supply Chain Due Diligence is established	Environmental and social data are to be collected, monitored and shared

OUR PRINCIPLES



Circularity

Waste management
system is established

Plastic free solutions
for packaging are
offered

Permanent fixation of
components is
avoided

Input materials shall
be minimized

Use of recycled
materials shall
be evaluated on a
regular basis

ADDITIONAL INFORMATION

Instagrid aims to enhance its positive impact, necessitating the gathering of comprehensive data and information. Therefore we need the support of our suppliers.

Instagrid suppliers participate in periodic self-assessment questionnaires and provide information in an appropriate detailed level. Instagrid can conduct on-sites visits with all suppliers in consultation with them.

If no appropriate system is set up to measure and monitor the issues mentioned in our principles – it is to be set up within one year of the partnership with the support of Instagrid ESG Strategy & Sustainability department (if needed).

To learn more about our principles and values please feel free to contact Instagrid ESG Strategy & Sustainability department.

sustainability@instagrid.co

For more information please see:

- ILOs Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights
- UN Global Compact 10 Principles
- ISO 14001
- or contact our Sustainability team

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