



## The overall policy of io

### 1 As employees in io we:

- Behave honestly, are trustworthy and set a good example
- Make sure that our behaviour complies with the policies and rules of io
- Use the resources of our company in the best interest of the company, and do not misuse these resources
- Do not pay or accept bribes
- Make a clear distinction between the interests of our company and our private interests, and avoid possible conflicts of interest; we do not accept gifts, invitations or other advantages which could contradict this principle
- Ensure that we comply with national legislation
- Report incidents, risks and issues which deviates from our policies
- Are continuously conscious about and aim to maintain our integrity

### 2 As owners of io we:

- Commit ourselves to this policy, and to an ongoing effort to maintain our integrity
- Make sure that io complies with national regulation and commit io to an open and transparent management approach
- Expect our partners and other business associates to respect this policy

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