

# IMI Code of Conduct

## Version 1.8

Dated November 6th,  
2025



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About this handbook

# Introduction

**At IMI Group (Industri-Matematik International AB and all subsidiaries, "IMI"), our team shares a culture that informs how we see ourselves and our view of the world. Our purpose is to serve our community and operate in a sustainable, safe, and fair way. Our purpose defines our corporate responsibility in society and constitutes our quality, environment, and health & safety policy.**

This Code of Conduct (COC) clarifies the standards we expect from our business partners (such as suppliers and partners) and their supply chains. The COC supports IMI's values, purpose, and strategy, as well as internationally recognized standards and appropriate codes of practice. By accepting and abiding by this COC business partners affirm that they are committed to working with IMI and are aligned to its values, purpose, and strategy. It is the business partners's responsibility to achieve and maintain the minimum standards outlined in this COC, and train employees and contracted parties on their consequential rights and responsibilities.



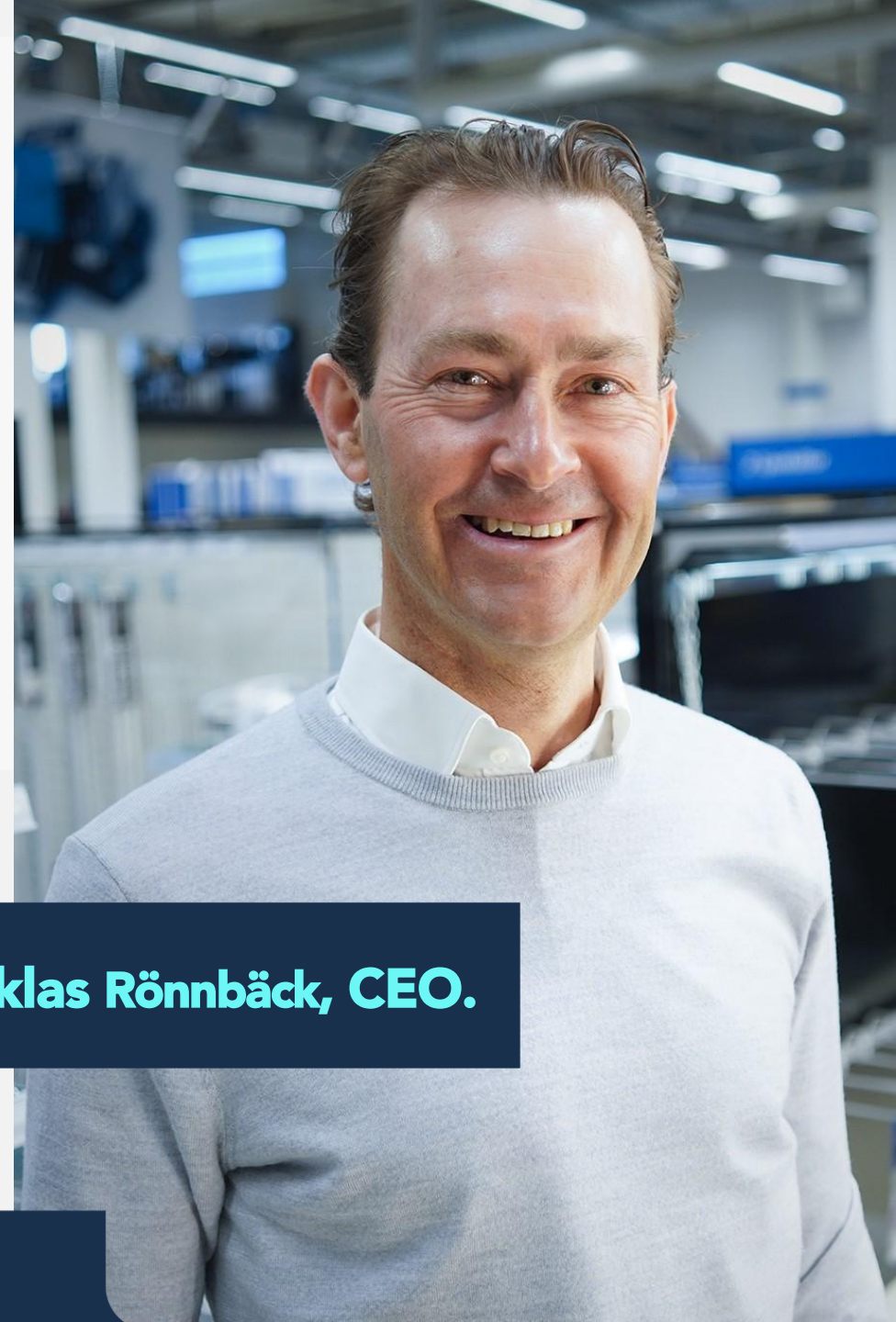
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# Words from the CEO

Our success is due to the fantastic team of people working at IMI. Together we build the company culture, and we take great pride in doing so.

The IMI Code of Conduct is important for all of us and our stakeholders. It helps to build our business and it helps to protect us. We comply with all laws, regulations, and IMI policies and guidelines. And if we come across something, that we suspect could be in breach of the IMI compliance program, we report it. We treat our colleagues, customers, vendors, and partners with respect, dignity, fairness, and courtesy. We are reliable, committed, flexible and creative and we stand together as one team.

**- Niklas Rönnbäck, CEO.**



# Our vision

**IMI's vision is to provide software and knowledge to distribution operations that aim for the most effective and sustainable supply chain solution.**

The SCOC applies to IMI's entire value chain and is based on the UN Declarations of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Convention on the Rights of the Child. IMI supports the UN Global Compact.

# The ten principles of the UN global compact

01

## Human rights principle 1.

Businesses should support and respect the protection of internationally proclaimed human rights; and

02

## Human rights principle 2.

make sure that they are not complicit in human rights abuses.

03

## Labour principle 3.

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

04

## Labour principle 4.

the elimination of all forms of forced and compulsory labour;

05

## Labour principle 5.

the effective abolition of child labour; and

# The ten principles of the UN global compact

06

## **Labour principle 6.**

the elimination of discrimination in respect of employment and occupation.

07

## **Environment principle 7.**

Businesses should support a precautionary approach to environmental challenges;

08

## **Environment principle 8.**

undertake initiatives to promote greater environmental responsibility; and

09

## **Environment principle 9.**

encourage the development and diffusion of environmentally friendly technologies.

10

## **Anti-corruption principle 10.**

Businesses should work against corruption in all its forms, including extortion and bribery.

# Human rights.



We all have the right to work in an environment that is free from intimidation, harassment, and abuse.

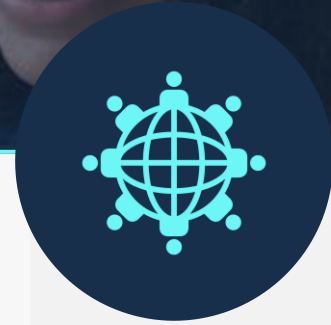


Business partners must comply with all relevant local and national laws and regulations with regard to employment practices, benefits, health and safety, and anti-discrimination.



Business partners shall not use any form of forced, bonded, indentured, or prison labor. All work must be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice.

# Diversity



IMI is committed to encouraging equal rights and opportunities of employees in the workplace regardless of their gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age, and the provision of a work environment that is free from discrimination and promotes equal opportunity to all.

Business partners are to promote an inclusive workplace where employee differences are valued. Business partners must strive to provide a workplace that is free of direct or indirect discrimination, harassment, or bullying.

# Sustainable operations.

IMI's ambition is to minimize negative environmental impact and create a positive footprint wherever possible.

IMI encourages its business partners to systematically and proactively work with ESG (Environment, Social, and Governance) and to integrate ESG into its business strategies.

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# Anti-Bribery and corruption.

Business partners must comply with all applicable laws and regulations that prevent bribery and corruption. No business partner may, directly or indirectly:

01

**request or accept improper payment or other types of improper gifts, bribes, or kickbacks in its dealings with IMI,**

02

**offer or provide facilitation payments to or engage in corrupt activities with any governmental officials, or**

03

**offer or provide payment or other types of compensation that can be regarded as improper to individuals, organizations or companies or persons closely linked to them.**



# International trade compliance

Business partners must conduct business in compliance with all applicable laws, regulations and sanctions governing:

01

**Export, re-export, import of products, technical data, software and services; and**

02

**Economic sanctions and embargoes.**



# Anti-Trust and competition

**Business partners** must conduct business in accordance with all applicable competition and anti-trust laws and regulations.

Business partners are expected not to enter into formal or informal anti-competitive arrangements that improperly restrict competition.



# Conflict of interest

Business partners must avoid conflicts of interest or situations giving the appearance of a potential conflict of interest in their dealings with IMI.



## Accurate Record Keeping

Business partners must accurately and securely capture, store, and retain, as appropriate, business records.

# Personal, confidential, and proprietary information

We expect our business partners to protect all sensitive information, including confidential, proprietary, and protected personal information. Information should not be used for any purpose other than the business purpose for which it was provided without prior authorization.

## Information and IT security

Business partners must implement appropriate IT cyber security measures and notify IMI of any suspected or actual data breaches. Business partners must also comply with all applicable intellectual property rights and data privacy laws.



# Blowing the whistle when something isn't right.

At IMI, Business partners are encouraged to speak up and raise concerns promptly about any situation that may violate our SCO, our values, the law, regulations, best practices in accounting, auditing and financial reporting, and safety standards. Speaking up helps IMI maintain a healthy, ethical, and compliant company and it is part of our culture.

You may report concerns about actual or potential breaches of law, regulation, corporate policy, ethics, or safety standards by contacting IMI's Chief Financial Officer or Legal Counsel. If that is not possible, you do not feel comfortable doing so, or your concerns were not resolved, you may contact IMI Confidence Line directly or anonymously at [Lantero](#).

The Confidence Line is administered, independently monitored, and staffed by a third party and is intended to provide a confidential, anonymous means of submitting concerns under the whistleblower guidelines



# Acknowledgment and acceptance

This is to certify that I have fully read, understood and accepted this Code of Conduct. I hereby commit myself and my company to serve this Code of Conduct and to fully comply with all of its principles. I also certify that I am authorized by my company to sign and accept this document in its behalf.

**Business partner:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Representative:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

