

Our ESG Policy

Inno is a supplier to the medical industry. Like our customers, we take responsibility for our societal impact, both locally and globally, and we are proud to make a positive contribution to ESG. Our ESG policy reflects our values and describes the principles we stand for in the way we do business. We apply these principles with all our stakeholders we work with.

Our ESG Policy has six themes.

Ethics and integrity

We are committed to upholding high ethical standards and complying with all applicable laws, rules and regulations. We do not tolerate bribery or corruption in any form and act in line with legislation such as the EU Anti-Corruption Convention, the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. We respect trade and sanctions laws and support fair competition, which means no price fixing, market sharing or abuse of market power.

Gifts and hospitality should never be used to gain an improper advantage or influence a business decision. We avoid conflicts of interest and address them openly when they arise. We also believe everyone should be able to raise concerns safely, which is why we value transparent reporting procedures that protect people from retaliation.

Data privacy and security

We protect the privacy of individuals and handle personal data in accordance with the General Data Protection Regulation (GDPR) and comparable legislation elsewhere. We safeguard confidential information, assets and intellectual property, both our own and that of our customers. This includes physical items such as equipment and prototypes, intangible items such as software and systems, and intellectual property such as designs, specifications and business processes.

Inclusion and diversity

We promote an inclusive culture in which diversity is encouraged and discrimination in any form is not tolerated. We stand for workplaces free from discrimination, harassment and abuse on any grounds, with equal pay for work of equal value. In our sourcing, we aim for processes that are unbiased and transparent and that give diverse businesses fair access to opportunities.

Employment, working conditions and human rights

We respect human rights as described in the UN Guiding Principles and the standards of the International Labour Organization (ILO). We reject all forms of forced labour, modern slavery and human trafficking. We do not accept child labour at any stage of the supply chain: no one under the age of 15 should be employed, and no one under 18 should perform hazardous work.

We stand for respectful and safe workplaces, free from violence, threats, intimidation and bullying. We respect workers' freedom of association, including the right to join trade unions and works councils without fear of retaliation. Fair and transparent pay, compliance with labour law and responsible use of temporary and outsourced labour are essential to us. Where security forces are used, they must act with full respect for human rights.

We are also committed to the responsible sourcing of minerals. Minerals used in our products should come from responsible sources that do not finance armed conflict or violate human rights, in line with the OECD Due Diligence Guidance and the EU Conflict Minerals Regulation.

Well-being, health and safety

We believe everyone deserves a safe and healthy workplace. We apply sound health and safety practices to minimise risks and prevent accidents, and we do not tolerate physical, psychological or sexual harassment or any other unwanted behaviour. We value a healthy balance between work and private life: a working week should not exceed 60 hours, with at least one day off in every seven days.

Environmental sustainability

We are committed to reducing the impact of our activities on the natural environment and work together with our partners to do the same. In line with the European Corporate Sustainability Reporting Directive (CSRD), we believe in monitoring greenhouse gas emissions and actively working to reduce them, along with other environmental risks and impacts. Hazardous waste and pollutants must be used, handled and disposed of responsibly and in accordance with applicable laws and international conventions.

We also take care with the substances used in our products and processes. We comply with European chemicals legislation, including REACH and RoHS, which ensures that restricted substances stay within permitted limits and that substances of very high concern are properly identified and communicated.

Working together

We believe that responsible business is a shared effort. By upholding these principles ourselves and working with partners who do the same, we contribute to a responsible and sustainable supply chain for the medical industry.