



Code of Conduct

(Aligned with UN Global Compact principles)

Innowise is a modern, socially responsible software company guided by the key principle: “We develop the world.” Our **corporate social responsibility is not a formality but an integral part of our strategy** to connect people and improve lives. We base our policies on international norms. This Code of Conduct formally aligns our practices with the UN Global Compact’s Ten Principles in four areas (Human Rights, Labour, Environment, Anti-Corruption). It reflects commitments from our [CSR report](#) (e.g. community, educational and green technology solutions) and our [ISO 9001:2015 and ISO/IEC 27001:2013](#) certifications. Innowise commits to uphold all applicable Polish, EU and international laws on labor, human rights, environment, and anti-corruption.



Guiding values

- **Integrity:** We act ethically and transparently, in full compliance with laws and company policies (quality and security standards under ISO 9001/ISO 27001).
- **Respect:** We value each individual's dignity and rights. We foster diversity and inclusion, and oppose discrimination.
- **Excellence:** We hire and evaluate people on merit and performance, ensuring professional development and fair opportunity.
- **Sustainability:** We take responsibility for our social and environmental impact (promoting green technologies).
- **Collaboration:** We encourage open dialogue and collective problem-solving across the company.
- **Confidentiality:** We uphold strict confidentiality for all partners and clients. Innowise systematically strengthens its internal information security systems and complies fully with data protection regulations, including the General Data Protection Regulation (GDPR). We apply a tailored approach to each project, ensuring the highest quality of service and trust-based cooperation.



Human rights

Human rights support and respect

We wholeheartedly support and respect the protection of internationally recognized human rights. In practice, this means treating every person (employees, clients, suppliers) with dignity and respect. We reject any form of discrimination or oppression (race, gender, religion, ethnicity, age, disability, etc.) Employment decisions (hiring, promotion, compensation) are based solely on objective qualifications, skills and performance.

We provide a safe, healthy, and inclusive work environment, supporting work–life balance, and respecting personal privacy. In our business relationships, we honor the rights to culture, belief, and freedom of expression. These principles are grounded in the UN Universal Declaration of Human Rights and relevant national frameworks.

Our internal policies reflect this commitment: “We believe in the supremacy of human rights and condemn any form of racial, gender-based, or religious discrimination.”

Complicity avoidance in human rights abuses

Innowise maintains a firm stance against any form of human rights abuse and will not be complicit in such practices under any circumstances. We expect all suppliers, contractors, business partners, and clients to respect internationally recognized human rights and to comply with applicable labor laws.

To support this commitment, we ensure our employees are trained to recognize and report potential violations through clearly defined internal channels. In line with international

guidance, we guarantee that all work is voluntary, and that wages and hours meet both legal and ethical standards. We stand firmly against human trafficking and forced servitude in any form.

Labour

Freedom of association

Innowise promotes open communication and collective dialogue on work conditions. Employees can freely negotiate or raise workplace concerns with their assigned resource management without fear of retaliation. This aligns with ILO Conventions and UNGC Principle 3 on freedom of association. We encourage healthy workplace forums (meetups) so employees can voice opinions and collectively improve policies.

Forced labour elimination

Innowise strictly prohibits all forms of forced, involuntary, or coerced labour. All team members, including employees and contractors, engage with the company voluntarily and retain the legal right to terminate their work relationship at any time. We ensure fair, timely compensation for all work, including overtime, in full compliance with applicable labor laws. Our commitment includes ongoing due diligence to identify and address any labor risks within our operations. As a technology company, Innowise is committed to maintaining ethical working conditions across our operations and supply chain, where everyone is treated with dignity and respect.

Child labour abolition

Innowise maintains a zero-tolerance policy toward child labour. We do not employ individuals below the legal working age and fully comply with Polish and international labour regulations. These standards extend to all our partners and suppliers. Beyond compliance, we actively support education as a long-term solution, investing in digital classrooms, student labs, and internship programs as part of our broader CSR efforts.

Discrimination elimination

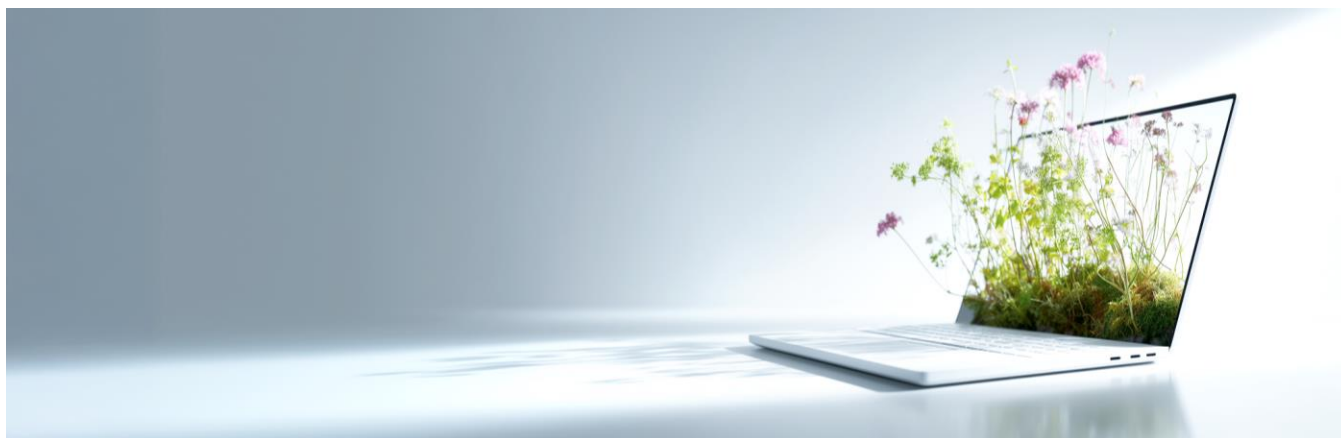
At Innowise, we are committed to maintaining a diverse, inclusive, and respectful work environment. Discrimination or harassment of any kind, whether based on gender, ethnicity, religion, disability, age, sexual orientation, or any other personal attribute is not tolerated. Our recruitment, compensation, development, and promotion practices are merit-based and performance-driven. We ensure equal opportunities at every stage of the employee lifecycle and strictly avoid any political or religious screening, in full alignment with applicable laws, including the EU Charter of Fundamental Rights. All reported concerns are addressed swiftly through clear investigation and resolution processes. As outlined in our CSR policy, we actively reject all forms of discrimination and integrate this stance into our internal policies and training programs.

Employee well-being and development

Innowise believes that the sustainable growth of a company depends on the well-being and fulfillment of its employees. We provide a supportive environment that promotes personal and professional development, fair compensation, and social protection.

Our employment policies reflect our commitment to:

- Decent work and economic growth, including job creation and equitable remuneration;
- A comprehensive benefits package (e.g. medical insurance, family bonuses, paid sick leaves, wellness reimbursements);
- Lifelong learning, with access to language courses, professional conferences, and thematic meetups;
- Social responsibility, including health leave, maternity leave, and welfare support during difficult life circumstances.



Environment

Precautionary environmental approach

Innowise adopts a precautionary approach to environmental impacts. Even though we are a non-industrial IT firm, we actively identify and minimize potential risks. We comply with all environmental laws (EU and Polish regulations on waste, emissions, chemical safety, etc.) and often go beyond them. For example, we perform risk assessments for office operations and data centers (e.g. power usage, e-waste) and choose preventive measures. We follow the Rio Declaration's principle that if an activity risks harm, precaution is warranted. In practice, this means choosing safe technologies and materials by default, and continuously reviewing our environmental footprint to avoid pollution.

Environmental responsibility

Innowise takes environmental responsibility seriously, with practices tailored to our identity as a digital-first software company. While our environmental footprint is inherently lower than that of industrial firms, we proactively reduce our impact through smart, IT-based solutions. We promote hybrid work models to minimize commuting and emissions. Waste reduction is achieved through strict recycling protocols, including clearly labeled separation bins for paper, plastics, electronics, and hazardous items.

Innowise continuously monitor and optimize our digital infrastructure, from reducing the energy load of our data storage to lifecycle-based procurement of hardware. Environmental awareness is embedded in our workplace culture, reinforced by internal campaigns that encourage energy conservation, reuse of materials, and digital over physical processes (e.g. paperless workflows).

Green technology promotion

Innowise is committed to advancing the development and adoption of environmentally friendly technologies. As an IT and software development company, we recognize our role in promoting sustainable digital solutions that support both environmental protection and climate responsibility. We strive to minimize the environmental impact of our operations and those of our clients by encouraging green IT practices, including energy-efficient software design, responsible data storage, and virtual collaboration tools that reduce the need for travel.

Aligned with our CSR policy, our initiatives in green technology are guided by a long-term strategy to integrate sustainability into digital transformation. This includes supporting clients in reducing their ecological footprint through innovative solutions and aligning with the Sustainable Development Goals (SDGs), particularly those focused on environmental stewardship. While specific technologies and services may vary across projects, our consistent aim is to use IT as a force for helping to build a more sustainable, resource-conscious digital future.

Healthcare innovation and social impact

As part of our CSR-driven mission, Innowise contributes actively to the healthcare sector through innovative IT solutions. We develop tools that enhance medical access, efficiency, and quality, including digital health records, telehealth platforms, and MedTech applications. At the same time, we invest in employee wellness and support public health initiatives, reinforcing our belief that good health is essential for a thriving society and workforce.

Healthcare innovation

Innowise is committed to supporting the healthcare community and enhancing patient outcomes through cutting-edge technology and active social engagement. Our collaboration with VOKA.IO resulted in VOKA Anatomy Pro, the world's first 3D pathology atlas that transforms medical education and practice. Additionally, we have developed and optimized platforms such as a baby breathing monitor and a mobile app for cancer patients, empowering better disease management and personalized care.

Social contribution

We promote health and well-being beyond technology by encouraging employee participation in blood donation drives and supporting a variety of charitable initiatives, including orphanages, oncology centers, animal welfare organizations, and local medical facilities. These efforts reflect our dedication to fostering healthier communities and advancing sustainable development goals.

Anti-corruption

Anti-corruption measures

Innowise has zero tolerance for corruption. We explicitly prohibit all forms of bribery, kickbacks, facilitation payments, extortion or other corrupt transactions. All employees and partners must comply with anti-corruption laws (e.g. Polish Penal Code, EU regulations) and our internal policies. Company resources may not be used for any illicit purpose (no improper political contributions or payoffs).

We require transparency in all dealings: gifts and hospitality are modest, occasional and never influence business decisions. To uphold the principles of the Innowise Code of Conduct, we ensure transparency in disclosing and managing conflicts of interest. Ethics and anti-bribery training are conducted regularly, and all related policies are clearly communicated.



Conclusion

Innowise remains strongly committed to the principles within its Code of Conduct and to continuously improving upon them. Innowise Code of Conduct will be regularly reviewed to ensure it reflects evolving legal standards, stakeholder expectations, and best practices in corporate ethics and sustainability. Violations of the Innowise Code of Conduct will be addressed promptly and appropriately, reinforcing our zero-tolerance stance on misconduct. Together with our certified management systems (ISO 9001 and ISO/IEC 27001) and full compliance with applicable laws, this Code of Conduct demonstrates our dedication to ethical, secure, and responsible business operations.

By integrating the Ten Principles of the UN Global Compact into our governance framework, we actively contribute to a more just, inclusive, and sustainable future for people and the environment. Our clear focus on ethical conduct, green innovation, and digital responsibility strengthens our position as a trusted partner across both public and private sectors. Innowise consistently meets CSR and ESG standards in procurement processes, helping clients achieve their sustainability and ethical sourcing goals.