

DSI DANTECH CODE OF CONDUCT

Our Code of Conduct describes how employees in DSI Dantech are expected to act and behave, when working and doing business in a global market.

Working in DSI Dantech means that employees are expected to behave properly and treat people, both internally and externally, in an honest and ethical manner. DSI Dantech always follows and comply with national and international laws and regulations. In situations where one or the other is stricter DSI Dantech respects the strictest law or regulation. The Code of Conduct applies to all employees at any level including managers and executive officers as well as agents and consultants of the company.

Bribery, corruption, and anti-competitive activities

DSI Dantech take a zero-tolerance approach to bribery, corruption and anti-competitive activities and are committed to acting professionally, fairly and with integrity in all business dealings and relationships.

Bribery means a financial or inducement to, or from, another person or entity as an incentive to influence or promote a certain act, which would not have been appropriate under normal conditions and in the absence of bribery. The prohibition against bribery is not limited to monetary transfers. Bribery can also take form as a transfer of any other asset, such as a gift, loan, fee, remuneration or any other thing of value.

DSI Dantech prohibits its employees or associated persons from making or accepting any facilitation payments. Facilitation payment means any payment made to a public official to expedite the performance of a routine or necessary governmental action, such as issuing a permit.

DSI Dantech acknowledges that in some situations it is customary and acceptable to give or accept promotional gifts. Therefore, this Code of Conduct does not prohibit the giving or accepting of reasonable and appropriate gifts. A promotional gift or hospitality, including representation, will only be acceptable if it pursues a legitimate purpose such as building relationships, maintaining our image or reputation, or marketing our products and services. Gifts must therefore be of an appropriate type and the value must depend on the circumstances and take account of the reason for the gift. Provided, that these conditions are fulfilled, it is DSI Dantech's policy to give or accept hospitality or promotional gifts. Gifts must be given in the name of DSI Dantech, not in the name of the employee.

Corporate Social Responsibility (CSR)

DSI Dantech supports, and respects international human rights contained in the International Bill of Human Rights. DSI Dantech respects the privacy of our customers and employees and work to ensure non-discrimination and equal opportunities. This applies internally regarding our employees and externally in our value chain.

DSI Dantech provide our employees with an employment framework that follows applicable laws and collective agreements. DSI Dantech provide our employees with a safe and healthy working environment and protect our employees against any corporal punishment, mental coercion, or

harassment. DSI Dantech comply with environmental legislation, and work systematically reduce our impact on the environment.

DSI Dantech recognizes our employees' right to freedom of association and collective bargaining. We denounce forced labor and child labor. Young workers between 15 and 18 years may not perform hazardous work or night work.

Roles and Responsibilities

It is the responsibility of DSI Dantech executives and management to ensure the implementation, communication, evaluation and enforcement of applicable laws and regulations.

All employees and managers are obligated to act responsibly and follow the Code of Conduct. Not all situations are covered in the Code of Conduct, and DSI Dantech advises all employees to use their common sense at any time. If in doubt in a situation, management are available for question and advise.

To reinforce compliance with the Code of Conduct, DSI Dantech has implemented a Whistleblower Policy. Our employees as well as all our partners can submit an anonymous report, in case they observe any suspected misconduct that may seriously harm our business or employees. [Link](#)

Violation of the Code of Conduct may result in disciplinary actions and ultimately end with a dismissal.