

## Supplier Code of Conduct

The Dinex Group and its affiliated companies are committed to making a positive contribution to society through its global operations. We expect our suppliers to help us fulfill this commitment by reflecting our principles in their own business practice. The Dinex Group further encourages its suppliers to be in compliance with internationally recognized standards on business conduct, human rights and the environment, with due considerations to the local laws and regulations.

To clarify our expectations, the Dinex Group Supplier Code of Conduct outlines the twelve principles that we deem to be the most relevant for our suppliers.

### A Healthy Business Conduct

The Dinex Group considers integrity and reliability in relationships with all stakeholders as essential preconditions for sustainable business. Our principles related to business conduct are:

1. We support and expect an open, fair and competitive business environment based on free market opportunities for all parties.
2. All relevant, applicable laws and regulations should be complied with.
3. All business, commercial, proprietary and financial information regarding the Dinex Group, or personal information about its employees, must be treated confidentially and should not be disclosed to third parties, in accordance with signed Non-Disclosure Agreement.
4. Conflicts of interest are not conducive for good business and will not be tolerated.
5. Gifts and inducements to influence business or other decisions are not acceptable.

### Protection of Human Rights

The Dinex Group endorses the values enshrined within the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation based on respect for the dignity of the individual without distinction of origin. Our principles related to human rights are:

6. Working conditions should allow safe working practices and support the occupational health of employees.
7. Employees should be treated fair concerning reasonable working hours, periodic leave and remuneration for work performed.
8. The Dinex Group makes allowances for negotiations leading to collective agreements.
9. People are employed based on the principle of equal opportunity, without distinction to race, colour, gender, religion, affiliation or origin.
10. Employees have freedom of association including collective bargaining.
11. The Dinex Group does not participate in child, forced or bonded labour.



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## Sustainability and Environmental Care

The Dinex Group strives to treat the environment with due care. It endeavors to comply with legislation applicable to its operators in a geographical location and is vigilant to comply with environmental standards.

12. Production processes are designed to make efficient use of available resources and energy efficiency and to minimize the environmental and climate impact of supplier's operations.
13. Chemicals, hazardous materials, process waste and emissions originating from the supplier's operations, are handled and governed in accordance with applicable local legislation, with the aim of minimizing environmental and climate impact.

## Compliance

The Dinex Group expects that its suppliers are in compliance with the aforementioned principles and are prepared to sign the attached declaration.

In the event that a supplier gains knowledge of any breaches of these principles – either from their own side or by Dinex side – we encourage the use of the Dinex Whistle Blower System available at [www.dinex.net](http://www.dinex.net) to raise awareness to company management in a controlled, protected and risk-free process. See separate policy available at Dinex website for further information.

## Confirmation

It is hereby confirmed by the supplier that it is and will continue to comply with the Dinex Group Supplier Code of Conduct. If requested audits may be conducted in order to clarify such compliance.

Supplier company Name: \_\_\_\_\_

Representing the supplier: Name: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

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



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