

# Ethical Policy

## - (Code of Conduct)

These principles apply to all members of the Board of Directors and all employed by the Dinex Group.

### Legal Compliance

Dinex refrains from any activities in high-risk third countries, as per definition of the European Commission.

In every country in which it operates, the Dinex Group shall abide by the local laws, international sanctions and regulations. In cases of conflict between law and principles contained in this code, the law shall prevail.

Dinex Group stands by its financial responsibility of always providing accurate records, and does not accept any form of corruption, bribery, fraud, money laundering, extortion, cash payments, or any form of unfair trade practices.

### Scope of Supply

In principle, Dinex refrains from development, manufacturing, and sales of products that are directly and obviously intended for use in military applications.

### Transparency

We encourage all employees and external partners to report any knowledge of, or suspicion about violations within the Dinex Group, through Whistle Blower system, further detailed in separate policy.

### Human Rights

The Dinex Group endorses the protection of internationally proclaimed human rights, and anyone who works directly or indirectly for the Dinex Group should be entitled to his or her human rights.

Dinex Group does not allow modern slavery (i.e. slavery, servitude and forced or compulsory labor and human trafficking).

### Non-Discrimination

The Dinex Group hires and treats employees in a manner that does not discriminate with regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social or ethnic origin.

The Dinex Group offers all employees adequate and fair wages no matter position, gender or other discriminating characteristics.

### Child Labour

The Dinex Group does not accept child labour.

A child in this context is in line with the exceptions set out in the ILO Convention No. 138, or in accordance with the law of the relevant country.

### Supplier and Customer Screening

We expect suppliers and customers within our sphere of influence to adopt these principles, which are applied in the assessments of any current and potential relations.

We respect and expect full confidentiality in exchange of supplier- and customer owned data.

### Information & Data

The Dinex Group endorses the protection of intellectual property rights and privacy of both customers, employees, and other business partners. Data security is maintained through both training, education and IT platforms. Disclosure of information or data will only take place in cases where Dinex Group has a legal or morale obligation.

### Work Environment

The necessary conditions for a safe, healthy, harassment-free work environment shall be provided for all Dinex Group employees.

All employees of the Dinex Group are allowed freedom of association and collective bargaining.

Regular weekly working hours should follow national standards, but never exceed 48 hours, or 60 hours in limited periods, with minimum 1 day off every 7 days.



Torben Dinesen, Chief Executive Officer, 06/07-2022



going the extra mile