

## Group Ethics Policy

DAFA is committed to maintaining the highest standards of ethics and integrity in all our business operations. This Ethics Policy outlines our principles and guidelines for corporate culture and business conduct, management of relationships with suppliers, and the prevention and detection of corruption or bribery.

### **Corporate culture and business conduct policies**

At DAFA, we are dedicated to fostering a corporate culture rooted in integrity and ethical behavior. Every employee is expected to act with honesty and uphold our ethical standards in all business dealings. We believe in creating a culture of transparency and accountability, where ethical conduct is the norm and any behavior compromising these values is unacceptable.

We are committed to respecting and valuing the diversity of our workforce. Our workplace must be free from discrimination, harassment, and any form of unfair treatment. We strive to create a positive work environment where open communication is encouraged, and employees can report unethical behavior without fear of retaliation.

Compliance with all applicable laws, regulations, and company policies is mandatory for every employee. To support this, we inform about this by making the information easily accessible to all colleagues. In pushing this information through our DAFA Intranet and Intranet App we make sure employees are well-informed and adhere to these requirements.

**Our goal** is to cultivate a workplace environment where ethical behavior is recognized and rewarded.

### **Management of relationships with suppliers**

Our commitment to ethical behavior extends to our relationships with suppliers. We expect our suppliers to adhere to ethical standards that align with our own, as outlined in our Supplier Code of Conduct. This code specifies our expectations regarding labor practices, environmental impact, health and safety, and overall ethical behavior.

We are dedicated to fair, transparent, and competitive procurement processes. Supplier selection is based on objective criteria such as quality, cost, reliability, and ethical practices. To ensure ongoing compliance, we regularly assess our suppliers. Non-compliance with our standards may result in corrective actions, including the termination of the business relationship.

**Our goal** is to create our Sustainable Procurement Policy in line with our management of relationships with suppliers.

### **Prevention and detection of corruption or bribery**

Description of how we see prevention and detection of corruption.

DAFA maintains a zero-tolerance policy towards corruption and bribery in any form. Employees and business partners must not offer, give, receive, or solicit any bribes or unethical inducements. To reinforce this stance, we make this information easily available for all employees and are planning in 2025 to annually provide training on anti-corruption laws and internal policies. Employees are encouraged to report any suspicious activities or concerns regarding potential corruption or bribery.

We have established robust mechanisms for monitoring compliance with our anti-corruption policies. Employees can report violations or concerns through designated channels, such as our Whistleblower system. All reports of potential corruption or bribery are thoroughly investigated, and appropriate disciplinary



actions, including termination and legal action, are taken against those found in violation of this policy.

**Our goal** in 2024 is to prepare to start documenting on provided training to all employees on internal policies.

### **Acknowledgment**

Adhering to this Ethics Policy is fundamental to maintaining the trust of our stakeholders and upholding DAFA's reputation. We are dedicated to fostering an ethical culture and ensuring that our business practices reflect our commitment to integrity, transparency, and responsibility.

By following this policy, DAFA aims to maintain the highest standards of ethical behavior, foster positive relationships with suppliers, and prevent and detect corruption or bribery.

### **Review**

This policy will be reviewed annually to ensure its relevance and effectiveness. Updates will be made as necessary to reflect changes in regulatory requirements, industry best practices, and organizational goals.

This policy will be reviewed annually by the Top Management.

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