

# Dymotek Code of Conduct

Dymotek is committed to conducting business in an ethical, legal and socially responsible manner.

Dymotek's Core Values and Business Practices are summarized in our Dymotegrity Values Statement and our Dymotek Mission/Vision statement

Dymotek Values Statement



Dymotek Vision/Mission



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Dymotek's Core Values and Business Practices summary:

- Compliance with Laws
- Compliance with Environmental, Health and Safety (EHS) Practices
- Compliance with Fair Labor Practices
- Compliance with best practices for Confidentiality and Security
- Compliance with Ethical Business Conduct
  - Anti-Discrimination / Harassment
  - Anti-Conflict of Interest
  - Antitrust/Competition Law

Note; In addition, Dymotek flows down these requirements to our suppliers through a Dymotek Supplier Code of Conduct agreement.

Demonstration of Compliance supported through external audits – see the SMETA / SEDEX portal.

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# Dymotek Code of Conduct

## Dymotek's Core Values and Business Practices Detail:

### Compliance with Laws

Dymotek operates its business in full compliance with all applicable laws, codes, rules and regulations of the countries, provinces, states, regions, municipalities and territories in which it operates.

### Compliance with Environment, Health and Safety Regulations (EHS)

Dymotek will meet or exceed all environmental standards required by applicable laws, codes and regulations. Dymotek will maintain and provide a safe and healthy work environment for all employees, keep the work environment free from recognized hazards and ensure compliance with all applicable laws regarding working conditions, health, safety and sanitation.

### Fair Labor Practices -

Dymotek prohibits using any form of child labor. Only workers over the age of 15 or over the legal minimum age, if higher, may be employed. Forced labor in any form is prohibited, including slave, prison, indentured or bonded labor. Wages and benefits shall meet, at a minimum, legal and industry standards. Dymotek protects the rights of its employees and treats them with dignity and respect. This applies to freely chosen employment, freedom of association, diversity and inclusion, and fair treatment.

### Confidentiality & Security

Product and business information, know-how, trade secrets, technology and other confidential and proprietary information (collectively, "Confidential Information") are vital assets of our customers, suppliers and Dymotek that must be protected. Dymotek maintains compliance by having security systems to restrict access to its servers, laptops and facilities. Dymotek also has a formal site visitor process to support confidentiality and security.

### Ethical Business Conduct

Dymotek conducts all business transactions with integrity and fairness. Giving or receiving any kickbacks, bribes or other similar payments is prohibited.

#### Anti-Discrimination / Harassment

Dymotek supports the equal treatment of all employees as a fundamental principle of our code of conduct. Dymotek strives for an inclusive and supportive working environment that ensures that employees are not harassed in any way.

#### Anti-Conflict of Interest

Dymotek will not solicit business from Dymotek's customers or engage in business with our competitors using Confidential Information gained during our business relationship.

#### Antitrust/Competition Law

Dymotek does not engage in any collusive bidding, price fixing or other unfair trade practices and will comply with all applicable competition/antitrust laws and other laws intended to promote free and fair competition.