

CODE OF CONDUCT

Corporate Social

Responsibility

at DS80

Code of Conduct for Corporate Social Responsibility

DS80 highly values socially responsible conduct. Our business operations are therefore not solely focused on profit but also on the well-being of people both inside and outside the company, as well as on a healthy environment.

Partner MVO Nederland

As a partner of MVO Nederland, we endorse the 17 Sustainable Development Goals (SDGs) of the United Nations as global principles for a better world. Through our partnership, we directly contribute to SDG 17: Partnership. Furthermore, we adhere to the OECD Guidelines, which provide frameworks for dealing with issues such as supply chain responsibility, human rights, child labour, environment and corruption. These guidelines are also the foundation for the Dutch international CSR policy.

Principles of DS80's Code of Conduct

DS80's commitment to Corporate Social Responsibility (CSR) extends beyond our own organisation. DS80 requires its employees and partners to adhere to the following principles. This code of conduct is based on internationally accepted standards such as the OECD Guidelines and the Universal Declaration of Human Rights.

1. Proper Governance

- We will comply with applicable (inter)national laws and regulations;
- We act transparently and with integrity in our relationships with partners, avoiding transactions involving criminal activities;
- We handle confidential information carefully, both internally and externally.

2. Human Rights and Working Conditions

- We recognise and adhere to the above-mentioned and other applicable national and international standards;
- We treat all employees fairly, with dignity and respect;
- We do not use forced or child labour within the organisation;
- We require our partners to also avoid using child labour or forced labour;
- We do not accept violations of land rights, such as land expropriation, forced relocation, and destruction of burial sites and other cultural heritage sites;
- Our employment policies consider vulnerable employees (pregnant women, young people, elderly workers and temporary agency workers);
- We recognise and respect employees' right to organise and join trade unions;
- The wages we pay are equal to or higher than the legal minimum wage and/or the locally recognised living wage;
- We maintain reasonable work and rest periods and ensure adequate social security (in line with local standards and legislation);



- We take demonstrable measures to prevent harassment (physical, mental, sexual) and discrimination (on any grounds);
- Occupational health risks are demonstrably identified and addressed based on the source-control principle;
- Our workplaces are safe, hygienic, and the working conditions are good.

3. Fair Business Practices

- We do not tolerate corruption and exorbitant business gifts;
- We do not engage in cartel formation or price-fixing with competitors;
- We avoid abuse of power and conflicts of interest;
- We respect (intellectual) property and protect the privacy of customers employees, and other stakeholders.

4. Consumer Affairs

- We protect the safety and health of consumers by providing reliable, environmentally friendly and safe products and services;
- We are transparent and non-deceptive in information provided to third parties through marketing and sales channels.

5. Environment

- We take structured and systematic demonstrable measures to conserve resources, fuels, energy and water;
- We take structured and systematic demonstrable measures to minimise environmental impact and emissions to soil, water and air;
- We handle hazardous substances and waste streams carefully;
- We contribute to biodiversity protection and climate change prevention, including promoting the preservation and planting of forests.

6. Community Engagement and Development

- We are involved in and contribute positively to the communities in which we operate;
- We encourage and maximise the use of local employment;
- We consider the effects of our activities on the community and the health of people and animals within the community;
- We take responsibility for any negative effects and strive to eliminate or reduce them;
- We work to prevent poverty and hunger and provide legal protection to local communities.

7. Information and Audits

- We are transparent about how we meet the above criteria;
- We are willing to provide insights upon request from partners or regulatory authorities;
- We allow partners to conduct audits within our organisation on CSR-related topics if desired.



8. Complaints and Sanctions

If there are suspicions or evidence that a DS80 employee or partner does not adhere to the guidelines of this code of conduct, this should be reported to DS80's management. This can be done anonymously. Such reports will be treated confidentially and thoroughly investigated.

If it is found that an employee or partner does not consistently comply with this code of conduct or fails to implement agreed-upon measures, this may have consequences for the employment relationship between DS80 and the employee or the partnership between DS80 and the partner.

