

Code of Conduct / Business Ethics

This code of conduct defines the basic requirements placed on DMB Engineering (DMB) supply of goods and services concerning our responsibilities towards our clients, stakeholders and the environment. DMB reserve the right to reasonably change the requirements of this Code of Conduct due to changes of the DMB Engineering IMS systems requirements by undertaking the following:

- **Legal Compliance.**
 - To comply with the laws of the legal system(s)
- **Prohibition of corruption and bribery.**
 - To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- **Respect for the basic human rights of employees.**
 - To promote equal opportunities for and treatment of its employees irrespective of skin colour, race nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age.
 - To respect the personnel dignity, privacy and rights of each individual.
 - To refuse to employ or make anyone work against his or her will.
 - To prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitive behaviour.
 - To provide fair remuneration and to guarantee the applicable national statutory minimum wage.
- **Prohibition of child labour.**
 - To employ no workers under the age of 15 years in any stage of its general activities other than in accordance with all applicable laws and regulations.
- **Health and Safety of employees.**
 - To take responsibility for the Health and Safety of its employees.
 - To control hazards and take the best reasonable possible precautionary measures against accident's and occupational diseases.
 - To provide training and ensure that employees are educated in Health and Safety issues.
 - To provide a safe and Healthy workplace for all of our employees.
- **Environmental Protection.**
 - To act in accordance with that applicable statutory and international standards regarding environmental protection.
 - To minimise environmental pollution and make continuous improvements in environmental protection.
 - To commit to conducting our business in an environmentally sensitive way.
- **Supply Chain.**
 - To use reasonable efforts to promote among its suppliers compliance with this code of Conduct.
 - To comply with the principles of non-discrimination with regard to supplier selection and treatment.

IMPLEMENTATION and REVIEW

Policy to be fully implemented by 08 February 2022.

Policy to be reviewed on or by February 2023.

AUTHORISED BY



(Signature)

Managing Director

(Position)

08.02/2022

(Date)