

Every organization is guided by certain guidelines, values, and standards of norms. Dutrade Zrt. believes that it is essential to make its partners aware of this fundamental norm system in order to ensure enforcement of its mission and undertakings. We strive to convey the values important for us toward our partners. We expect our partners to follow the same high standards of conduct as Dutrade Zrt. does, moreover, we call upon them to make their suppliers and subcontractors apply a similar Code of Conduct.

This Code of Conduct summarizes and unifies the business, social and communication norms expected from our partners. Fair conduct towards our business partners is the foundation of the successful and lasting business cooperation.

Business ethics

in the course of business activity, we call for ethical conduct and integrity, and we expect the same from each partner working with us. Ethical conduct means fairness as well as signifies reliability and an appropriate attitude. Dutrade Zrt. sets out to ensure the stability of business activities. In order to achieve stability, our company steadily continues to learn, controls changes in the economic environment, and adapts itself to the changed circumstances.

Fundamental ethical business norms expected from our partners:

- A work relationship based on trust and mutual respect in order to achieve outstanding business success,
- Respect for and protection of civil rights,
- No corruption or bribery – remuneration received from suppliers and sub-contractors shall at all times be based on lawfully provided products and services.
- Gifts and other favors received as part of normal hospitality shall never exceed the local customary extent and shall at all times be in accordance with requirements required by local law,
- All activity taken or decisions made in their respective competencies shall be in compliance with the Code of Conduct and effective legislation.

Work Ethics

Regarding norms of work ethics, we expect from our partners:

- Fair employment and pay in line with relevant legislation,
- Respect for employees and employees' rights, establishment of safe and healthy work conditions, and creation of non-discriminatory conditions,
- Ensuring personal and professional advancement of employees,
- Acquisition and storage of employee data only to the extent required and allowed by legislation, and only to the extent necessary for efficient operation,
- Prohibition of the use or toleration of forced labor, compulsory labor, slavery or child labor,
- All employees shall be entitled to join or establish trade unions at their own discretion. Discrimination against official representatives of such trade unions is prohibited, and the availability of trade union members and their workplace shall be ensured,
- Compliance with effective legislation on working time.

Social Responsibility**Protection of health, work safety, environmental protection and energy efficiency**

Due to our commitment to sustainable development, we manage the issues related to protection of health, work safety, environmental protection and energy efficiency on a system level in order to reduce healthcare, safety, environmental and energy risks by the continuous improvement of our achievements in the field of environmental protection and energy solutions.

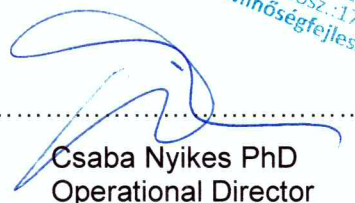
We expect from our business partners commitment to environmentally sustainable development, and constant efforts to reduce the environmental impact of their activities.

Communication ethics

Dutrade Zrt. stands for responsible communication, therefore we believe in and strive for open and transparent discussion and consultation with the community concerned and the representatives of the civil society. We provide our business partners with factual and consistent data regarding our products, services and developments. We expect the same attitude from our partners.

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Approved by:



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