



## **DNSB CORPORATE GOVERNANCE**

At DNSB, we believe that our success is not only measured by the results we achieve, but also how we achieve them. Behaving in an ethical manner is our personal responsibility. Our Code of Conduct (“DNSB Code” or “the Code”) sets forth the standards of behaviour expected of our directors and employees and how we can apply them in our daily work life. The Code will help us demonstrate our core values to the people with whom we interact, and create a more positive and ethical work environment, making DNSB a respected business leader in our industry.



## **OUR CODE OF CONDUCT**

### **Purpose**

DNSB Code provides guidance on the standards of behaviour expected of all of our directors and employees, and where applicable, counterparties and business partners. The standards of behaviour are derived from our Company's core values.

### **Scope**

The Code applies to all directors and employees of our Company. This includes employees on secondment to joint ventures, affiliates or associates. Counterparties are also expected to comply with the Code. Business Partners are encouraged to adopt similar principles and standards of behaviour. The Code applies to all businesses and countries in which our Company operates.

### **General Principles**

We pride ourselves on our reputation for behaving fairly, honestly and ethically wherever we do business, and our collective commitment to uphold integrity throughout our Company. The Code is not an exhaustive document and does not address every possible situation. Everyone of us is obliged to familiarise ourselves with and adhere to all applicable policies, procedures, laws and regulations of the countries in which our Company operates. When there is a conflict between the provisions of the Code, our employee handbook and regulatory and legislative provisions, the stricter provisions shall apply. Above all else, our directors and employees must exercise sound judgement in making the right decisions.

### **Responsibility and Compliance**

Apart from understanding and complying with the Code, our directors and employees are also responsible to:

- ensure that their subordinates understand and comply with the Code;
- promote compliance and good ethical values via leadership by example; and
- provide guidance to others who have raised concerns or questions regarding the Code.

All directors and employees of our Company must read and declare compliance with the Code upon appointment to or joining our Company and may be subjected to disciplinary action, up to and including termination of employment or dismissal, for violating the Code. Violation of the Code that is related to criminal acts may result in prosecution after referral to the appropriate authorities. As counterparties, you are also required to understand and comply with the relevant aspects of the Code. Violation of the Code may result in blacklisting by our Company. Our business partners are encouraged to adopt similar principles and standards of behaviour. The administration of the Code shall be under the responsibility of the HRM.