



## Supplier Code of Conduct

### General

Socially Responsible Enterprise, at DYKA, means we consider our business operations and business interests in relation to our role and impact on society generally, and more specifically in relation to our stakeholders. This guides us towards taking decisions which, we believe, render a positive contribution to solving relevant social issues. DYKA expects its business connections to adhere to those same ethical standards. In all its business operations DYKA is unconditionally committed to conforming to prevailing regulatory frames.

Mindful of the above, DYKA seeks to do business with suppliers whose conduct, likewise, is guided by social responsibility and integrity. Supplier acknowledges his duty to comply with the content of this Supplier Code of Conduct and applicable laws and regulations. As such, this present Supplier Code of Conduct forms an inseparable part of every agreement between Supplier and DYKA. DYKA wishes to emphasize the following areas in particular.

### People

#### UN and ILO

Supplier respects the Universal Declaration of Human Rights of the United Nations. Supplier also respects the international labour conditions as defined by the International Labour Organisation (ILO).

### Child labour

Supplier respects all (inter)national laws and regulations governing child labour (specifically, conventions 138 and 182 of ILO) and acts appropriately to abide by those conventions.

### Discrimination

Supplier respects, unconditionally, all anti-discrimination provisions that are in place under applicable (inter)national laws and regulations.

### Working

#### conditions

Supplier conforms with all (inter)national laws and regulations governing working and workplace conditions (including health, safety and environment) and complies with all central labour agreements applicable to his (sector of) industry.

### Planet

Supplier respects the environment and complies with all applicable (inter)national environment laws and regulations. Supplier's business processes are designed to assure compliance with all relevant requirements.

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## Profit

Supplier's business policies and operations provide adequate assurances for the continuation of his business operations. Supplier respects the applicable (inter)national anti-trust laws and regulations.

## Practical application

### Implementation

Supplier is obligated to communicate this Supplier Code of Conduct to his company's management and workforce and to assure it is respected.

### Verification

To monitor compliance with this present Supplier Code of Conduct, DYKA will consult periodically with Supplier. Where relevant, DYKA may request an audit to be performed by a DYKA-appointed third party. Supplier will cooperate fully and unconditionally with such an audit.

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