



RESPECTING THE CODE OF **CONDUCT**

*"No matter how complex a single moral or ethical question may be, the answer—
and the intent of this code—is straightforward: do what is right."*

OUR BUSINESS PRINCIPLES



INTEGRITY

We do as we say and say as we do—always acting **honestly, responsibly** and **lawfully**.



LEGAL COMPLIANCE

We understand, and comply with all laws/regulations and report unlawful activity.



GIFTS & FAVORS

We do not give or accept gifts, favors or hospitality, in any form, when the giver may—or may appear to—expect something in return.



RESPECT FOR PEOPLE, NATURE & WORKPLACE

We respect our fellow humans, the resources we all share, and each other's rights. We have a duty to sustain a healthy, safe and secure environment.



HARASSMENT & VIOLENCE

We are unified in our zero-tolerance approach to sexual harassment, intimidation/extortion, aggression and discrimination.



ALCOHOL & DRUGS

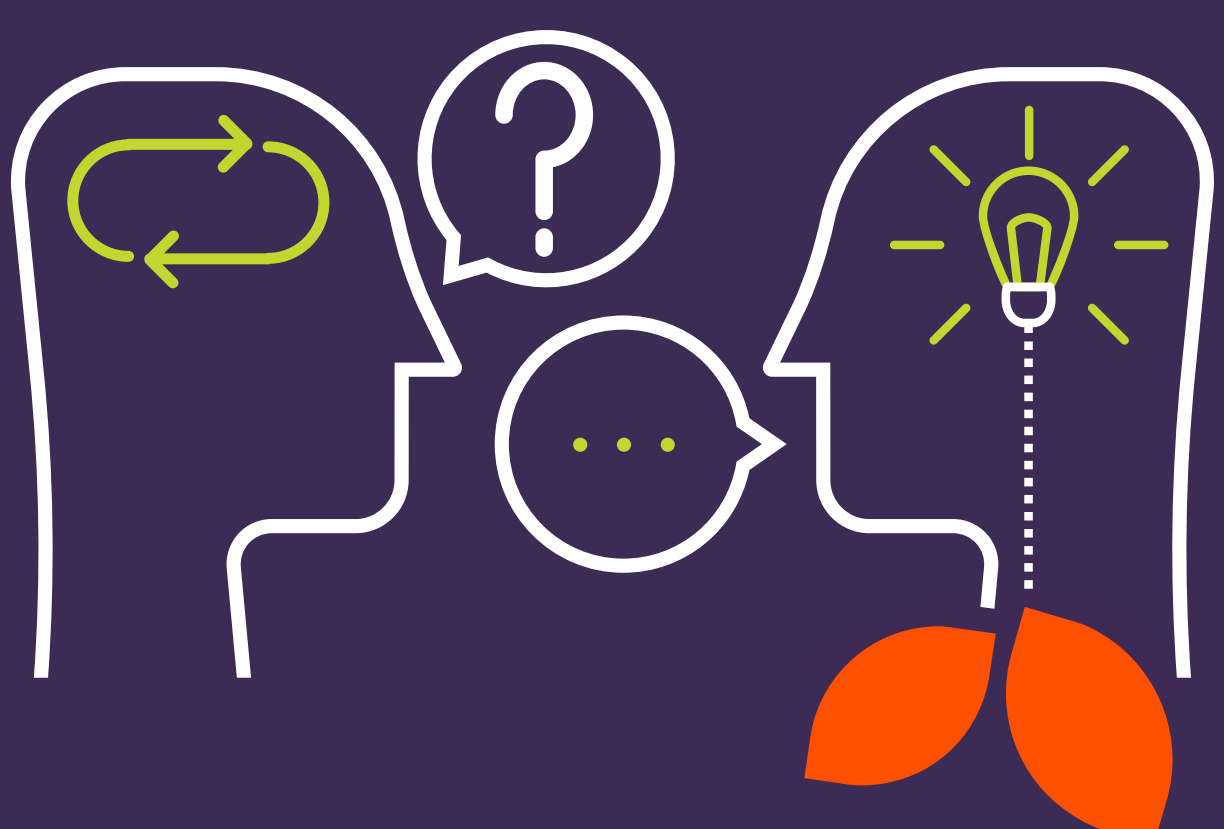
Drug use is prohibited at all times while at work. Alcohol is only permitted with express approval, such as during authorized company events.

CONFIDENTIALITY



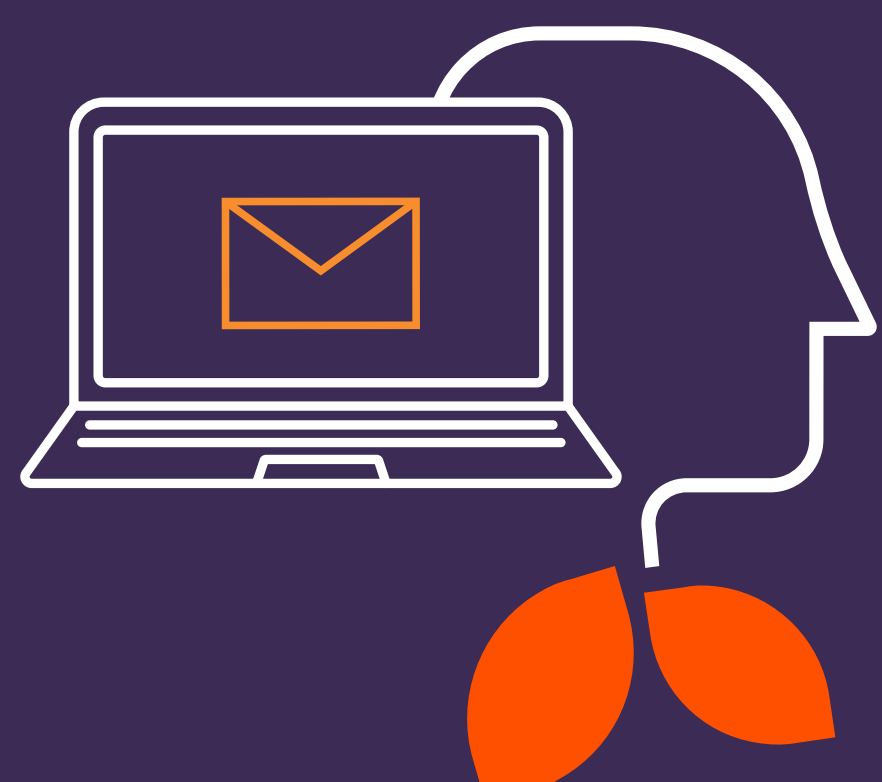
We do not share trade or business secrets/information outside of our company socially, through any social channels or to anyone unauthorized. We protect all information (including Intellectual Property Rights) that has helped our company grow, including patents and breeders' rights, to the best of our ability.

NONCOMPLIANCE & REPORTING



1

Speak to your direct manager or HR manager.



2

If your direct manager or HR manager is involved in the suspected violation or if you have another valid reason not to speak to either of them, you can report any suspected violation to:
ConfidentialAdviser@DummenOrange.com

THE CODE OF CONDUCT CAN BE VIEWED AT **DUMMENORANGE.COM/CODEOFCONDUCT**