



When You Need to Talk

Engage with Respect
Act with Integrity

Code of Conduct

At Danimex Communications

We strive to create a world where people can communicate without limits. Our Code of Conduct reflects our values and guidelines, ensuring that we act with responsibility, respect, and integrity in everything we do.

All employees, leaders, and business partners are expected to adhere to these principles.

Integrity and Accountability

We consider integrity and accountability to be fundamental values in our company, and we are committed to conducting our business in an honest, transparent, and responsible manner. This means that we always act in accordance with high ethical standards and take active responsibility for our actions and decisions.

COMPLIANCE WITH LAWS AND REGULATIONS:

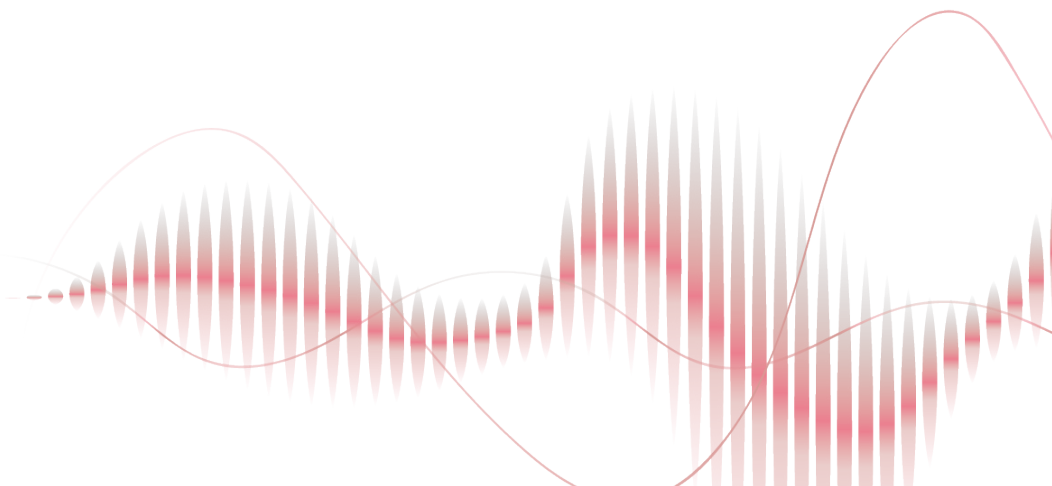
We ensure that we always comply with all applicable laws, rules, and regulations in the countries where we operate. This means staying informed about relevant legislation and ensuring that our practices align with legal requirements. We expect all employees, managers, and business partners to be aware of the legal frameworks governing our business and to act in accordance with them.

REJECTION OF CORRUPTION AND UNETHICAL BUSINESS PRACTICES:

Under no circumstances do we tolerate corruption, bribery, or any other form of unethical conduct. This means that we never offer, promise, accept, or request improper benefits to influence business decisions and we ensure this by training our employees. We actively work to foster a culture where honesty and transparency are paramount, ensuring that all transactions and collaborations are conducted in a fair and legitimate manner.

RESPONSIBILITY FOR OUR ACTIONS AND DECISIONS:

We recognise that our actions and decisions impact not only our company but also our employees, customers, business partners, and the wider community. Therefore, we take responsibility for the choices we make, both individually and as an organisation. We strive to act with professionalism and respect in all situations and work towards creating a workplace characterised by trust, openness, and a strong ethical foundation.



Respect and Inclusion

Danimex operates globally and values the different partners we engage with. As a result, we are committed to promoting an environment of respect and inclusivity. We believe that our differences make us stronger, and we actively strive to ensure that every individual is treated with fairness and dignity.

RESPECT FOR ALL INDIVIDUALS:

We believe in the inherent worth and dignity of every person, and we make it a priority to treat all individuals with respect. Everyone is entitled to equal treatment and respect within our organisation. We are committed to fostering a culture where inclusion is a priority allowing people from all walks of life to contribute and thrive.

ENSURING AN INCLUSIVE WORK ENVIRONMENT, FREE FROM DISCRIMINATION OR HARASSMENT:

We are dedicated to maintaining a work environment that is free from discrimination, harassment, and any form of unequal treatment. All employees should feel safe, valued, and respected, without fear of bias or prejudice. We take active steps to prevent any form of discrimination or harassment, promoting a culture of mutual respect where all voices are heard and everyone has an equal opportunity to succeed.

ACTIVELY WORKING TO UNDERSTAND AND APPRECIATE CULTURAL DIFFERENCES:

As we operate in diverse global markets, we recognise the importance of understanding and appreciating the cultural differences that shape our colleagues' and partners' perspectives and practices. We actively encourage open dialogue and cultural awareness to bridge gaps and foster better collaboration. By recognising and valuing these differences, we aim to create a harmonious and productive environment where all individuals can learn from one another and contribute to the success of the organisation.



Partnerships

Our customers are at the heart of everything we do. We are committed to being the preferred partner by consistently delivering exceptional value and fostering strong, long-term relationships. We achieve this through a deep understanding of our customers' needs and a relentless focus on excellence in every aspect of our business.

OFFERING BEST-IN-CLASS ADVICE, EQUIPMENT, AND SERVICE:

We take great pride in providing our customers with expert guidance, top-quality equipment, and exceptional service. Our team is dedicated to staying at the forefront of industry trends and innovations, ensuring that we offer the most advanced and effective solutions. Whether it's offering professional advice tailored to individual needs, providing high-performance equipment, or delivering responsive and efficient service, we are committed to ensuring that our customers receive the highest standard of support at all times.

LISTENING TO OUR CUSTOMERS' NEEDS AND COLLABORATING ON THE BEST SOLUTIONS:

We recognise that every customer is unique, and we make it a priority to listen carefully to their needs and objectives. By engaging in open dialogue and understanding their challenges, we collaborate closely with our customers to design and implement the most suitable and effective solutions. Our goal is to become a trusted partner, not just a supplier, by offering solutions that are personalised, relevant, and aligned with our customers' goals.

BUILDING LONG-TERM RELATIONSHIPS THROUGH RELIABILITY AND HONESTY:

Trust is the foundation of any successful partnership, and we are committed to building lasting relationships with our customers based on reliability and transparency. We understand that our customers rely on us to deliver on our promises, and we work tirelessly to meet or exceed their expectations. Through consistent, honest communication and dependable performance, we aim to earn and maintain our customers' trust, ensuring that our relationships grow stronger over time and are built on mutual respect and integrity.

Human Rights and Working Conditions

At Danimex, we are committed to protecting and respecting human rights in all aspects of our business operations. We recognise that ethical labour practices are fundamental to a responsible and sustainable business, and we take proactive steps to ensure that our values are upheld across our entire supply chain.

COMMITMENT TO HUMAN RIGHTS:

We recognise and respect universal human rights, ensuring that every individual is treated with dignity and fairness. Danimex Communication upholds and promotes the principles of the United Nations Universal Declaration of Human Rights. We actively assess and monitor our business partners to ensure compliance with international human rights standards.

ZERO TOLERANCE FOR CHILD LABOUR:

We strongly condemn child labour and take firm measures to prevent its occurrence. We are dedicated to working only with suppliers and partners who adhere to international labour standards and uphold the rights and well-being of children. We support initiatives that promote education and opportunities for young people, ensuring that no child is subjected to exploitative labour conditions.

ELIMINATION OF FORCED LABOUR:

Danimex Communication is firmly opposed to all forms of forced labour, human trafficking, and modern slavery. We actively work to ensure that our supply chains and operations are free from any exploitative labour practices. Danimex Communication respects the right of employees to freely associate, form unions, and engage in collective bargaining. We support an open dialogue between employees and management, ensuring that workers can voice concerns and negotiate terms without fear of retaliation. We adhere to international labour standards that protect these fundamental rights. We hold our partners and suppliers accountable to the same ethical standards and take decisive action against any violations.

Communication and Learning

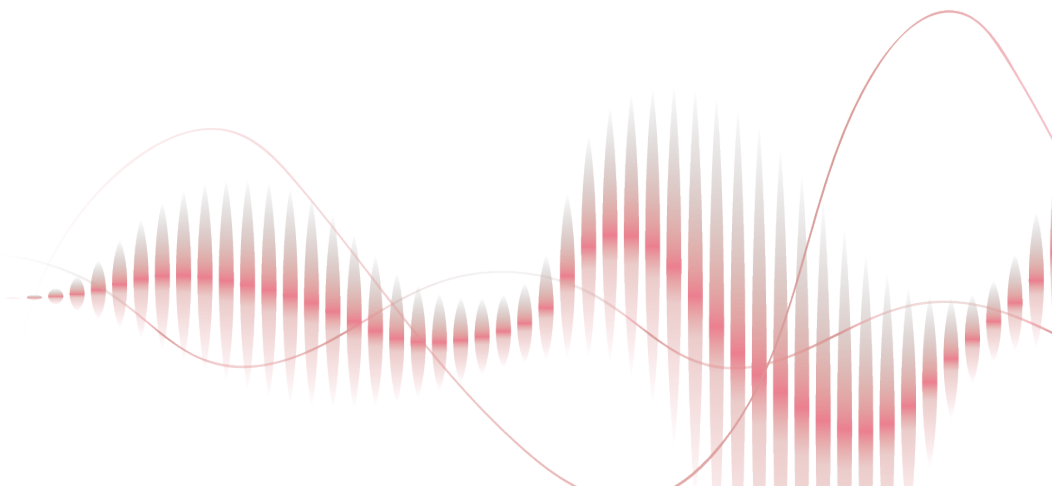
We believe that knowledge sharing and open communication are essential to our success. By fostering an environment of continuous learning and dialogue, we ensure that we remain adaptable, innovative, and able to provide the best possible solutions.

SHARING KNOWLEDGE AND EXPERIENCES TO ENHANCE OUR COLLECTIVE EFFORTS:

We understand that collaboration is key to achieving our goals. That's why we actively share knowledge, insights, and experiences across all levels of the organisation. By working together and exchanging ideas, we can improve our collective performance and achieve better results. We encourage a culture where everyone contributes, learns from one another, and benefits from the wealth of knowledge within our team. This not only enhances individual growth but also strengthens our overall capacity to deliver exceptional outcomes.

CONTINUOUSLY LEARNING AND DEVELOPING TO OFFER THE BEST SOLUTIONS:

In an ever-changing world, we recognise the importance of continuous learning and development. We are committed to staying ahead of industry trends, advancing our skills, and enhancing our expertise so that we can offer the most effective solutions to our customers. Through ongoing professional development, training, and reflection, we strive to refine our practices and maintain a high standard of excellence. This commitment to learning ensures that we remain responsive to the evolving needs of our clients and can consistently offer the most innovative and efficient solutions.



Safety and Sustainability

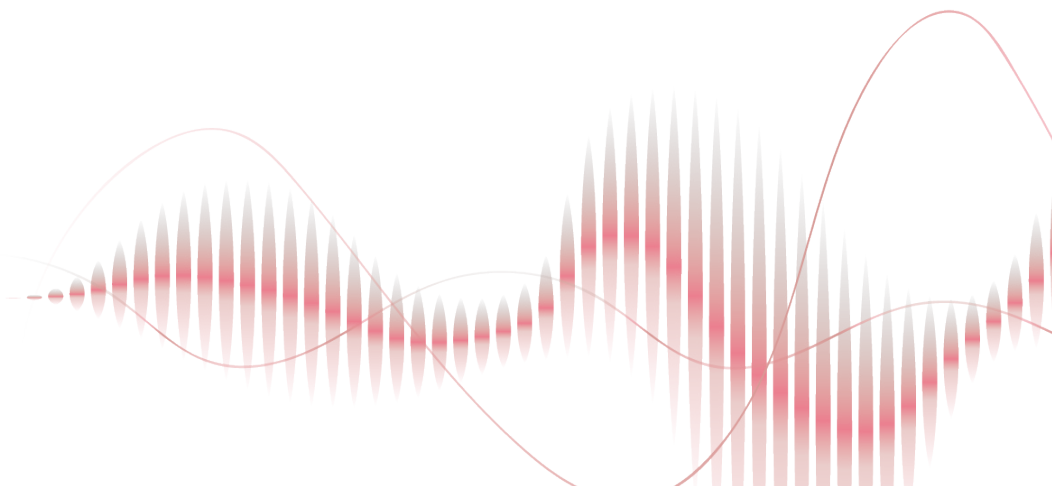
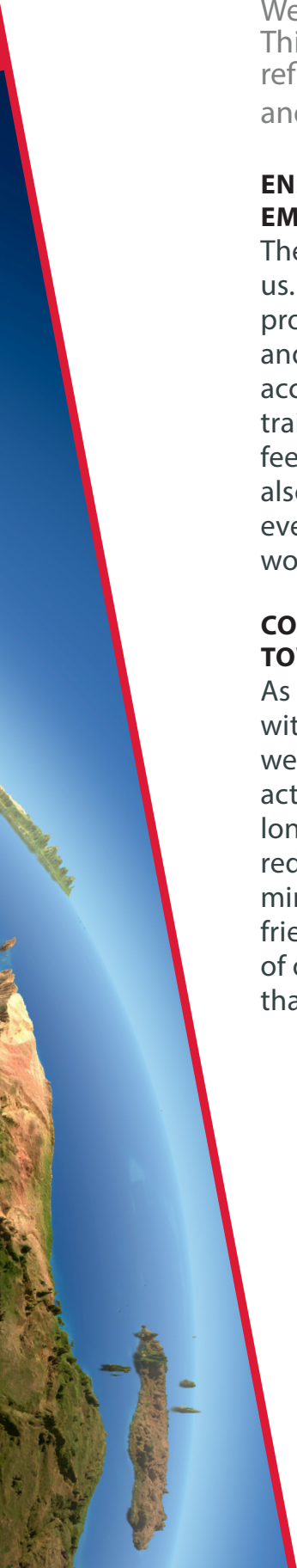
We are committed to safeguarding both people and the environment. This commitment extends to ensuring that our actions and decisions reflect our responsibility to protect the well-being of our employees and minimise our environmental impact.

ENSURING HEALTHY AND SAFE WORKING CONDITIONS FOR ALL EMPLOYEES:

The health and safety of our employees are of paramount importance to us. We are dedicated to creating a workplace where everyone feels secure, protected, and supported. This means adhering to strict safety standards and implementing comprehensive health and safety protocols to prevent accidents and injuries. We regularly conduct risk assessments and provide training to ensure that all employees are aware of safety procedures and feel equipped to work in a safe environment. Our commitment to safety also includes fostering a culture where well-being is prioritised, and everyone is encouraged to speak up if they have concerns about their working conditions.

COMPLYING WITH ENVIRONMENTAL REGULATIONS AND WORKING TOWARDS SUSTAINABLE SOLUTIONS:

As part of our responsibility to the planet, we ensure that we fully comply with all relevant environmental laws and regulations in the regions where we operate. In addition to adhering to these legal requirements, we actively work towards sustainable solutions that contribute to the long-term health of the environment. We make conscious efforts to reduce our environmental impact by exploring innovative ways to minimise waste, conserve resources, and promote environmentally friendly practices in our operations. Sustainability is an important aspect of our decision-making, and we are committed to implementing practices that benefit both our business and the planet.



Our Code of Conduct

is more than just a set of rules – it is a commitment to act with integrity and respect in everything we do.

Together, we create a company that not only delivers communication solutions but also bridges gaps between people and cultures worldwide.

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Empowering People to Communicate Without Limits

If you come across anything that goes against our Code of Conduct, please feel free to contact CEO Charlotte Thomsen.

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The following topics are covered in our Code of Conduct:

- » *Integrity and Accountability*
- » *Respect and Diversity*
- » *Partnerships*
- » *Human Rights and Working Conditions*
- » *Communication and Learning*
- » *Safety and Sustainability*

You can read our Code of Conduct here:

[Code of Conduct](#)

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