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# CODE OF CONDUCT

DCL



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## INTRODUCTION

DCL understands that employee growth fuels company success. We prioritize a positive work environment with clear rules and respect for core values. While professional development is crucial, so too are our interactions with colleagues, clients, and partners. Our identity is defined by both our achievements and how we achieve them.

Ethics, transparency, and data-driven decisions are fundamental to DCL's business. This Code of Conduct, applicable to all, reflects these principles. It guides internal conduct and assures clients and partners that DCL interactions are governed by clear, ethical rules. Success lies not only in results, but also in the integrity of the process, internally and externally. This Code outlines DCL's ethical principles, ensuring our pursuit of excellence aligns with the highest standards.

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## COMPLIANCE WITH THE LAW

DCL operates in full compliance with all applicable laws and regulations. Designated personnel continuously monitor legislative changes at both the national and EU levels to ensure all company activities and plans adhere to current legal standards. Furthermore, DCL requires its suppliers to maintain up-to-date knowledge of all relevant national and international regulations.

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## MUTUAL RESPECT

**Equal Treatment:** DCL believes its success depends on the full engagement of its employees. We provide equal opportunities in recruitment, training, and promotion, treating all employees as individuals based on their capabilities and competencies. DCL prevents and address any instances of harassment or discrimination, fostering a positive and respectful work environment.



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## WORK SAFETY

**Health, safety, and well-being** are paramount, regardless of position at DCL. We uphold the highest occupational health and safety standards, ensuring a safe and healthy work environment. This includes providing decent working conditions for all, recognizing that a positive atmosphere contributes to individual well-being and company success. We strive to create a workplace where every employee feels valued and protected.

At DCL we promote a work-life balance approach among the employees.

We do not participate in from child labour. We do not entrust employees with duties that would pose a risk to their health or safety.

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## PRODUCT QUALITY AND SAFETY

DCL prioritizes the quality and safety of its products. We maintain a robust system, created by basing it on international standards, to ensure consistent product excellence. Our commitment to quality and safety is reflected in rigorous processes, from sourcing raw materials to final product delivery.

We adhere to strict standards, exceeding regulatory requirements where possible, and continuously evaluating and improving our processes. Our team receives regular training to maintain expertise and ensure the highest levels of product quality, safety, and consistency.

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# INFORMATION PROTECTION

**Protection of Confidential Information:** DCL recognizes the importance of protecting confidential information. We maintain high standards, ensuring both internal and partner information is processed only as needed. Access is granted on a need-to-know basis. DCL adheres to all legal and contractual obligations regarding confidentiality, reflected in regularly updated internal procedures.

As a creative producer of food packaging, DCL highly values intellectual property. Employees are responsible for protecting DCL's property rights against loss, misuse, or unauthorized disclosure. DCL also respects the intellectual property of others, including competitors, upholding fair competition. This commitment to ethical practices reinforces DCL's reputation as a responsible player in the industry.

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## FAIR BUSINESS

**Fair Business Practices:** DCL is committed to fair and legal competition. We accurately represent our products and comply with all applicable laws, ensuring quality and safety. Our customer and partner communications are ethical, focused on mutually beneficial outcomes. We protect confidential information and maintain the integrity of business relationships. DCL avoids conflicts of interest and corruption, disclosing and resolving any potential or actual conflicts to ensure objective decision-making.





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## ENVIRONMENT POLICY

**Environmental Protection:** DCL is dedicated to minimizing its operational impact on the natural environment. We actively implement measures to reduce waste generated during production processes, striving for greater efficiency and sustainability.

Responsible resource management is a priority, and we support selective waste collection and recycling programs to minimize our footprint. Furthermore, we model our operations and processes with a focus on integrating pro-environmental solutions, seeking innovative ways to reduce our overall environmental impact and promote a more sustainable future.

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