

DAS Third Party Code of Conduct



1 Introduction

The **DAS Third Party Code of Conduct** sets out our expectations for how our business partners and suppliers will conduct themselves and is applicable to all third parties without exception. A third party is any organisation that transacts business with or provides goods or services to DAS. We ask that all our third parties including their employees and subcontractors comply with the standards and expectations within this Code. Non-compliance with this Code may adversely affect a third party's future commercial relationship with DAS.

2 DAS Standards & Expectations

DAS acts ethically and with integrity in all business transactions, including treating third parties with honesty, fairness and respect. **Corporate Social Responsibility** is of relevance for all our business and activities. We actively seek to engage with third parties who are culturally aligned with our approach. We expect all of our business partners and suppliers to comply with these standards, including but not limited to:

- Maintain the highest integrity in all business relationships (including confidentiality)
- Promote the eradication of unethical business practices
- Ensure full compliance with laws and regulations
- Achieve the highest standards of health and safety
- Commit to minimise, mitigate and manage environmental impacts
- Support for the communities in which we operate
- Aware of and avoid the use of forced labour (modern slavery)
- Procure based on best total value including quality (not just cost)
- Incorporate ecological and social aspects in the procurement of goods and services
- Communicate expectations to suppliers openly and share our goals
- Avoid conflict and build trust with third parties through collaboration to create value
- Identify, mitigate and manage risks appropriately
- Support effective whistleblowing processes
- Avoid offering or accepting any gift or hospitality which might give the appearance of influencing a business decision relating to a third party arrangement
- Align with the Chartered Institute of Procurement & Supply (CIPS) Corporate Code of Ethics. Please see www.cips.org/en-GB/cips-for-business/performance/ethics/corporate-code-of-ethics for more information
- Support the principles of diversity and inclusion.

3 Anti-Corruption Statement

Third parties must disclose on request the persons or entities that own a controlling interest, report any changes and disclose any potential conflict with DAS or any DAS employees. Third parties must not submit a bid/proposal/quote/recommendation to DAS based on any agreement to impair competition and/or take advantage of any other illicit restraints of competition, including third party agreements in restraint of competition. Third parties must report any pending or impending proceedings under anti-trust law, competition law, pecuniary offences and current or pending disqualifications from the competition.

In connection with agreements, negotiations and performance, third parties doing business with DAS must ensure that no benefits to any third party in any form whatsoever have been or will be offered, promised or guaranteed and no benefits in any form whatsoever have been or will be offered, promised or guaranteed to domestic or foreign public officials or civil servants, persons particularly connected to public authorities, politicians, representatives of other public institutions in such a way that would cast doubt on their independence or integrity.

Suppliers must ensure that no benefits in any form whatsoever have been or will be demanded, promised or accepted by the supplier or for a third party and no other criminal acts have been or will be committed that may be regarded as illicit activity, or active or passive bribery. Third parties must exercise a zero tolerance policy on such activities. Violation of any of these obligations by a third party shall entitle DAS to exclude a supplier from tender processes, terminate an existing contract for cause with immediate effect and exclude a supplier from any subsequent tenders for at least three years.

4 Adherence to the UN Global Compact

Our parent company **Munich Re** is a member of the **UN Global Compact** initiative. This commits us to the protection of human rights, the prevention of forced labour and child labour, the protection of the environment and the combating of corruption. Accordingly, as a requirement for cooperation, DAS also expects its third parties to commit to uphold the principles of the **UN Global Compact**. Should these principles be violated, DAS reserves the right to terminate a third party agreement for cause with immediate effect.

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- **Principle 2:** make sure that they are not complicit in human rights abuses.
- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- **Principle 4:** the elimination of all forms of forced and compulsory labour;
- **Principle 5:** the effective abolition of child labour; and
- **Principle 6:** the elimination of discrimination in respect of employment and occupation.
- **Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- **Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- **Principle 9:** encourage the development and diffusion of environmentally friendly technologies.
- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Please see: www.unglobalcompact.org/what-is-gc/mission/principles for more information.