



BUSINESS ETHICS POLICY STATEMENT

In pursuit of excellence in our business objective, Delattre Bezons Nigeria Limited (DBN) is upheld and steered by the spirit of honesty and integrity, the very foundation of our business, and will strive to instil these principles and values in our employees and in the establishment of our relationship with customers, suppliers, contractors, and communities.

It is DBN's objective to maintain the highest standards of business ethics and professionalism as well as ensure that we always act in strict compliance with the law. We will not tolerate any behaviour or practice that compromises DBN's integrity or honesty. All decisions will be fair and based on transparent processes.

Our Business Principles and Ethics are based on our core ethical values of Honesty, Integrity, Trust and Mutual Respect

Our Business Principles and Ethics apply to all our activities and describe the behaviour expected of every employee and any associates that works directly or indirectly for DBN. The Managing Director has overall responsibility for ensuring compliance with the objectives of this policy

We also recognize that maintaining the trust and confidence of customers and all our associates as well as the communities in which we work is vital to our success.

It is our policy to compete for businesses on the basis of HSE Performances, Quality Services, Technical Competence, marketing support and services, and competitive pricing. Accordingly, false, misleading, or unfavourable statements or implication about our competitors, their products or their services, or false or misleading statements about our Company and its products and services, will not be tolerated.

DBN is committed to being fair, transparent and impartial in all of its dealings and all concerned are required to act in a way that is unbiased, and they must not be subject to any influence which may lead them to act in a way which favours any particular person or organisation.

We discourage the practice of gifts to our employees by our business partners, customers, contractors and suppliers. Employees are disallowed to accept any gift or entertainment from business partners, customers, contractors and suppliers in all dealings. Employees in their corporate capacities are expected to exercise good and honest judgment and taking into account pertinent circumstances.

We promote a working environment which encourages all members of our team to express their concerns about behaviour or decisions that they perceive to be unethical without fear of reprisal or victimisation.

We support and promote the ethos and principles of equal opportunities in employment, striving to create a culture where every member of our team is treated fairly.

This Policy is issued with my authority and approval and all concerned are responsible for compliance with its provisions.

A handwritten signature in blue ink, appearing to read 'K. BELKAID', is written over a horizontal dashed line.

Karim BELKAID
Managing Director
January, 2024