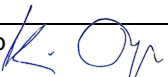


Code of Conduct

Darekon Group 2021

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Version History

Version/date	Topic	Change description	Pages
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Content

Version History	2
Code of Conduct	3
1. Compliance with laws and regulations	3
2. Human rights and labor conditions	3
3. Occupational health and safety	3
4. Environmental responsibility	4
5. Anti-corruption, gifts and conflict of interest	4
6. Competition and records	4
7. Assets, information protection and communication	4
8. Responsible sourcing of minerals.....	5
9. Application to suppliers.....	5
10. Compliance.....	5

Code of Conduct

The purpose of this Code of Conduct (“Code”) is to set the ethical and compliance standards and principles for the business conduct at Darekon. This Code applies to all Darekon companies, board members, directors, employees, suppliers, and business partners. Darekon is a sustainable contract manufacturer and therefore our ethical business conduct is crucial for our success.

1. Compliance with laws and regulations

Darekon wants to be a good corporate citizen and complies with all applicable laws and regulations of the countries in which it operates. This Code and Darekon’s policies are further based on: United Nations Universal Declaration of Human Rights and connected UN Conventions, UN Global Compact, International Labor Organization Conventions, quality standards and customers’ requirements.

2. Human rights and labor conditions

Darekon is committed to treating people with respect and dignity, promote equal opportunity and be open to diverse opinions. Darekon respects internationally recognized human rights. In all its practices Darekon promotes freedom from discrimination based on race, ethnic origin, color, age, gender, sexual orientation, disabilities, pregnancy, religion, political affiliation, union membership or marital status.

Darekon endorses the labor rights and ensures fair labor conditions. Darekon does not use any child labor. A “child” is defined as any person under the minimum legal working age of 15 (or 14 where local laws stipulate), or the age of completing compulsory education, whichever is higher. Darekon does not accept any form of forced or compulsory labor. Darekon complies with all applicable laws and regulations concerning minimum wage and other compensation as well as maximum working hours.

3. Occupational health and safety

Darekon values occupational well-being highly. Darekon is committed to providing its employees a safe and healthy workplace featuring good facilities and freedom from physical and psychological harassment, or other abusive conduct. When dealing with each other, an atmosphere of openness and tolerance, respect, and politeness as well as fairness and trust, shall be promoted.

Darekon ensures that sufficient procedures and protocols are established for preventing and managing emergencies and occupational hazards in accordance with occupational health and safety regulations.

4. Environmental responsibility

Darekon is committed to environmental protection and sustainability. Darekon endorses efforts to reduce the consumption of resources, including energy, waste, and water, and to prevent pollution and the overall environmental impact of its operations along the value chain. Darekon strives for enhancing recycling and reuse of materials. Darekon adheres to applicable laws and regulations regarding environmental standards and environmental protection.

5. Anti-corruption, gifts and conflict of interest

Darekon does not tolerate any fraudulent behavior or acts, such as fraud or embezzlement. Darekon does not engage in any kind of bribery, corruption, or extortion. No one is allowed to, directly or indirectly, promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services or anything of value.

The monetary value of any gifts, entertainment or other types of hospitality offered to clients or business partners or received by employees must be reasonable and appropriate under the circumstances. Donations and sponsorship shall be handled in a centralized manner and decided by Darekon group's management team.

Darekon's employees and affiliates are expected to act in the best interests of the company. Therefore, they must avoid and report all situations where their personal interests may conflict with those of Darekon or give the appearance of potential conflict of interest.

6. Competition and records

Darekon complies with all applicable competition and antitrust laws, and export control laws. Darekon is committed to only engage in legitimate, ethical, and transparent business practices and prevent any money laundering. Darekon records all financial and accounting records adequately and accurately.

7. Assets, information protection and communication

Darekon's assets and property shall be used for the benefit of Darekon only, and they may not be used for any unlawful or improper purpose. Darekon protects the confidential and proprietary information including that of its business partners.

Further, Darekon complies with all applicable laws governing data protection, protection of intellectual property and data privacy. All communication on behalf of Darekon, regardless of which communication channel is used, needs to be in line with Darekon business values, policies and this Code.

8. Responsible sourcing of minerals

Darekon complies with all applicable laws, regulations and standards concerning the responsible sourcing of minerals. Darekon has a separate Policy for Conflict Minerals and Darekon ensures the commitment of its suppliers to the compliance thereof with respect to the chain of supply of the minerals.

9. Application to suppliers

Darekon's suppliers and business partners are expected to conduct their businesses in compliance with the same high legal and ethical standards and business practices as Darekon. They are required to ensure the compliance with this Code and allow the monitoring thereof.

10. Compliance

Violation of this Code may lead to disciplinary action, warning, termination of employment and payment of damages. Additionally, certain violations of a criminal nature can lead to criminal sanctions, such as fines or imprisonment.

Darekon promotes the implementation of this Code through the effective communication of its contents. Anyone who becomes aware of or suspects a violation of this Code or any law, is required to report his/her concerns i) to his/her superior or ii) human resources department. Anonymity may not be guaranteed in order for the employer to be able to inspect the issue and fulfil its obligations with respect to labour laws and occupational health and safety.

There will be no retaliation taken against an employee or business partner who, in good faith, reports his/her concern. Reports that are found to be malicious or frivolous, however, may lead to disciplinary action.