

CODE OF CONDUCT



DMP expects the highest standard of ethical conduct and fair dealing from each employee, manager, director, and officer (collectively “DMP representatives”). DMP’s reputation is a valuable asset and we must continually earn the trust, confidence, and respect of our coworkers, our suppliers, our customers, and our community.

This Code of Conduct provides guidance for the conduct of each representative of DMP. No code, however, can anticipate all situations. DMP representatives should also be guided by basic honesty, good judgment, and be sensitive to others’ perception and interpretations. DMP’s core values provide useful guidance when encountering a situation requiring ethical decision making.

CORE VALUES

HONESTY AND INTEGRITY

Tell the truth...even if it costs you something. Do what’s right...especially when no one is watching. Do the right thing because it’s the right thing to do.

INNOVATION AND INITIATIVE

Always be learning. Know the customers, products, competition and new technology. Creative solutions to customer needs are vital to our future.

RESPONSIVENESS

Anticipate. Listen. Acknowledge. Deliver. Follow up. The best time to respond is yesterday. The second best time is now. Don’t wait for them to call you back.

KINDNESS

Think before you speak. Consider the feelings of others. Treat all with respect and courtesy, even when delivering an unpleasant message.

FUN

Work hard. Play hard. Live healthy. Share and celebrate every success.

PROFIT

Profit is good. It’s why we’re in business. It secures jobs and fuels personal and corporate growth.

TEAMWORK

Support your team. Be accountable. Ask for help when needed. Believe the intentions and abilities of others are good.

GENEROSITY

Giving is greater than receiving. Serve others with your time. Serve others with your money. Giving to others leads to personal fulfillment and happiness.

APPEARANCE

Appearance matters. Neatness counts. Attention to detail, organization and professional appearance reflect our commitment to excellence.

Legal Compliance: DMP and each of its representatives are responsible for ensuring DMP complies with the laws and regulations of the applicable legal systems.

Human Rights and Labor Conditions: DMP supports and respects the protection of internationally declared human rights. DMP strictly forbids and will not tolerate modern slavery. DMP representatives will not use nor contribute to slavery, servitude, forced or compulsory labor, suppression, exploitation, and human trafficking.

Prohibition of Child Labor: DMP representatives are prohibited from employing workers under the minimum age of 15. Further, DMP representatives are prohibited from employing workers under the age of 18 for work which is likely to harm the health, safety, or morals of the worker.

Respect for Employees: All DMP representatives are to be treated and are to treat others fairly and equally without any type of discrimination or form of harassment. DMP representatives will ensure equal treatment of employees, irrespective of skin color, race, nationality, ethnicity, disabilities, gender, sexual identity and orientation, religious conviction, or age, and promote equal opportunities amongst them.

Freedom of Association: DMP respects the legal rights of workers to form or join existing trade unions and to engage in collective bargaining. No DMP representative should be harassed or retaliated against for exercising these rights.

Working Hours and Wages for Employees: DMP will adhere to all applicable working-hours regulations and wage and compensation laws.

Occupational Health & Safety: DMP will operate in accordance with the applicable statutory standards regarding occupational health and safety, provide training to educate employees on health & safety issues.

Environmental Protection: DMP strives to conduct business in a sustainable way with respect and consideration for the environment and a sustainable future. DMP will act in accordance with the applicable laws and regulations regarding the environment.

Anti-Corruption and Bribery: DMP does not tolerate any form of corruption or bribery. DMP representatives will not offer or promise anything of value to a government official or to a counterparty in the private sector to improperly influence official action or obtain an advantage.

Fair Competition: DMP does not tolerate unfair dealings or anti-competitive conduct. DMP representatives will act in accordance with national and international competition laws and will not participate in price fixing, market or customer allocation, market sharing, or bid rigging with competitors.

Conflicts of Interest: DMP representatives will avoid and/or disclose internally all conflicts of interest that may influence business relationships and avoid the appearance thereof.