DIS / CREADIS – Code of Conduct
Introduction

DIS/CREADIS is important to us. As we grow our business, we expand the company with more and new members. This Code of Conduct will help all of us remember how to act when representing-, acting on behalf of- and helping our organization towards future success.

DIS/CREADIS has defined 5 core values. Our Code of Conduct is based on these values and reflects our way of seeing the world we act in, and our expectations to each other.

Flexibility and openness are our values, and as much as we appreciate and promote freedom of expression and open communication, we also expect each of us to follow our Code of Conduct. Therefore, we should never offend each other, take part in serious disputes nor disrupt our workplace or our surroundings.

This Code of Conduct is for all of us. No matter location, seniority, position or professional background this applies to you. It compliments, but does not replace, our employee handbook and other guidelines for behavior when working with DIS/CREADIS.

If you have questions to this Code of Conduct, or register breaches to same, you are obliged to contact your direct superior, your local or global HR department or any of the below members of group management. Fair and respectful treatment is guaranteed.

Stilling, November 2020

Søren Bunk, Chairman of the Board

Michael Gadeberg, Founder

Kenneth Schmidt Jensen, CEO
Quality and high standards

It is important for all of us as part of DIS/CREADIS to remain flexible in our mindset, ensuring that all inputs are considered and used in best way possible in the interest of our company.

The quality of what we do and the high standards we achieve are the very foundation for the success of our customers.’

- We should always meet others with an open mindset and weigh all possibilities together.

Conflicts of interest

To keep our professionalism every employee must refrain from deals and businesses that constitutes a conflict of interest between the company and the employee. Such conflicts of interest arise when you are competing with the company or doing business with close relatives or taking on professional work not in the interest of the organization.

- We do not accept private matters and professional matters to be mixed.

Intellectual property

The intellectual property (IP) of our organization and the IP of our customers are at outermost importance. We expect every employee of our organization to respect the IP of DIS/CREADIS or any other party in all manners. Our integrity and professionalism depend on this and will always be enforced.

- We have the highest of respects for intellectual property rights.

Corruption and bribery

Our employees are prohibited from participating in frauds of any kind. We want openness to be the guideline of our work and can't accept hidden transactions of any kind as part of our business. As a company and organization, we are depending on our integrity in every situation.

If employees are offered money or similar unusual gifts, they should report this to management immediately.

- We will guide everyone in doubt on this topic. If you are in doubt, then consult with your colleagues or superiors to ensure that we stay on the right track.

Fair competition

DIS/CREADIS believes in a market defined based on fair competition. We value openness and expect everyone to compete in an open and fair manner. As such we do never accept market-dividing deals with competitors, pre-agreed price biddings or other actions that hinder free market functions. All employees must comply with the applicable laws.

- We believe in open and fair competition as the winning formula for all parties.

Health and safety

As an organization, we like enthusiasm to be visual to everyone. By providing a healthy and safe working environment we make sure that there is room for unfolding your potential.

- We offer all necessary and possible risk elimination means when working in dangerous or unhealthy environments. You are always
allowed to say no to a specific task if it imposes an unusually high health or safety risks.

Functional managers, country managers and office managers working for DIS Group must sign this Code of Conduct.

Respect and non-discrimination

Health and safety also includes mental health and wellbeing. DIS/CREADIS is committed to making sure that no person is subject to discrimination based on gender, race, color, religion, political opinion, sexual orientation, national extraction, social origin, ethnic origin, age or handicap.

We want us to be a community. In our community you should feel safe and our promise is that no person is subject to discrimination in hiring, dismissal, transfer, promotion, wage setting, setting of working conditions or competency development. All decisions regarding employment, promotion, dismissal, wages and other working conditions are based on relevant and objective criteria.

- We do not tolerate discrimination in any form.

Protecting our organization and its assets

By adhering to this Code of Conduct you help us protect our values and our core assets.

If you experience breaches to the Code of Conduct, we guarantee that all, who are in good faith, when they of free will bring it forward to their manager, HR department or any member of executive management or board of directors will be treated fair and with discretion.

This Code of Conduct is agreed upon on Group Board of Directors meeting held on March 20th 2018. Only the Group Board of Directors can change this again.