



darize[™]

Code of Conduct

Clients

Introduction

At Darize, we work hard every day to match the professional and social skills of the very best IT consultants to the specific needs of companies. We strive to be among the best in our field, whether as agents or support staff, and use our knowledge and skills to benefit others. We are committed to helping companies build high-performance IT project teams, always keeping in mind to lower the social and environmental impact of our business activities. We are aware that our responsibility goes beyond our own activities, and we take a responsible approach throughout the entire supply chain.

Our Code of Conduct for clients builds on Darize's core values: Deliver to the Promise, Put People First, and Dare to Be Bold. It describes the main principles of ethical behavior and our expectations to you as a client of Darize. Further, the Code of Conduct is aligned with the ten principles of the UN Global Compact, which we signed in 2017.

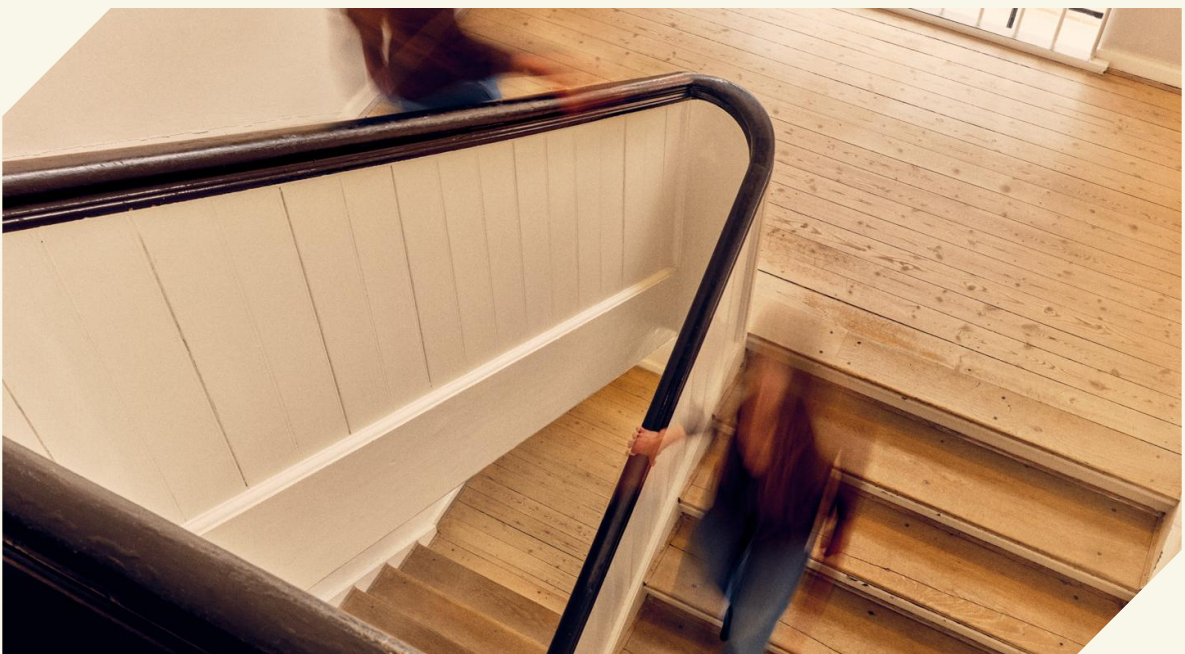
Darize requires all our clients to comply with the expectations specified in the Code of Conduct. Moreover, all clients must always at a minimum comply with local laws and regulations in their countries of operation.

Should any of the specific provisions of the Code of Conduct legally conflict with national or local laws, the applicable laws should always prevail; in such cases, Darize should be notified. We encourage our clients go beyond legal compliance and continuously seek to improve ethical, social, and environmental performance.

Further, we require our clients to follow and comply with this Code of Conduct, and fully understand the content and obligations set forth. Darize's clients must, if necessary, provide help and training to their employees, when required for employees to fully understand their obligations following from this Code of Conduct.



Sebastian Podlesny
CEO, Darize



Labor Conditions

At Darize, our employees and the independent consultants and contractors providing services to Darize on specific projects form the basis of our success. We are committed to providing a motivating and inspiring work environment for all, and likewise, we expect our clients to equally focus on employee well-being etc., and to provide a healthy work environment free of discrimination and with proper terms of employment for their own employees.

Working Conditions

Hence, Darize requires that clients of Darize in all aspects of employment treat their employees within the applicable national or local laws, as well as industry practices and collective bargaining agreements, e.g.:

- Working conditions, hours, rest periods, leave, and wages should be in accordance with local regulations and industry practices, and should be at a level that enables a decent living standard according to local conditions.
- Wages may not be withheld as a disciplinary sanction. Any deductions from wages should be transparent and clearly stated on pay slip.

Health and Safety

Clients must provide a healthy and safe working environment for all employees. We expect clients to:

- Follow all applicable local laws and regulations to prevent accidents and injury to health.
- Continuously improve working conditions and reduce workplace-related risks and hazards by e.g., having a health and safety management system in place, ensuring management responsibilities, providing necessary safety training and equipment to employees, setting targets, and conducting training.

Freedom of Association and Collective Bargaining

Clients must respect its employees' right to organize themselves and negotiate collective wage agreements. We expect our clients to ensure that:

- Employees have freedom of association and the right to collective bargaining consistent with applicable laws.



Human Rights

It is important to Darize that all people related to our business are treated with respect and dignity. We expect our clients to respect human rights, including the principles set forth in the International Bill of Human Rights and the International Labor Organization's (ILO) declaration on Fundamental Principles and Rights at Work.

Forced Labor

Darize does not accept forced labor or any form of human trafficking, and Darize will not conduct business with clients that are associated with any form of forced labor, labor with a fear of punishment, or any form of human trafficking.

- Employees must work at their own will, and employees should be free to leave their employment at any time.

Child Labor

Darize will neither conduct business with clients that are associated with any form of child labor. Every child is to be protected from economic exploitation and from carrying out work that could have a negative effect on the child's education or be harmful to the child's health or physical or mental development.

Clients must prohibit the use of child labor and ensure that no person shall be employed at an age younger than the minimum age prescribed by mandatory national or local law in the relevant country of employment.

At Darize, we strive to prevent and mitigate adverse human rights impacts with which we become involved either in our own business operations or through business relationships, and expect our clients to do the same.

Non-discrimination

At Darize, we welcome diversity and value individual differences. We promote a positive and inclusive work environment that respects the individual and is free from any form of discrimination or harassment, and we expect that our clients strive to act in the same manner. Discrimination of any form is not tolerated, which includes discrimination based on sex, race, color of skin, religion and beliefs, political opinion, sexual orientation, age, handicap, or national, social and/or ethnic origin.

Likewise, we expect our clients to treat their employees fairly without discrimination.

- Employees must have equal opportunities and treatment in employment and when hiring new employees.



Right to Privacy

In Darize, we emphasize our employees' right to privacy when gathering and keeping personal information or if monitoring employees, and we expect the same of our clients.

Anti-Corruption and Business Ethics

In Darize, we compete fairly and are responsible, ethical, and transparent in our business, and we work against corruption in all its forms.

At Darize, we do not tolerate and work against corruption in all its forms, and we always comply with applicable laws and regulations applicable within the geographical business areas of the Darize Group.

We do not bribe or provide improper advantages. Bribes and improper advantages can be monetary, such as cash payments or illegal rebates. But they may also include non-monetary items such as improper gifts, products, hospitality and meals, travel and accommodation, or other items or services that ultimately mean the transfer of value in return for special consideration.

We do not receive or give payment, gifts, or any other form of indemnity from and to third parties that may affect or give rise to doubts about our impartiality in business decisions.

This is also the case for sponsorships and donations, where we have the four-eyes principle and segregation of duty.

In Darize, we emphasize that our clients do not engage in any form of corrupt practices, and we expect clients to maintain adequate procedures for preventing its employees, from undertaking any illegal behavior regarding corruption.

Anti-Corruption

We expect all our clients not to engage in any form of corrupt practices, including bribery whether direct or indirect. This means that a client must never, directly or through intermediaries, accept or offer bribes. Clients shall also refrain from offering expensive gifts or extravagant entertainment to Darize in an attempt to influence business decisions.

Clients

Our clients must maintain adequate procedures for preventing employees, from undertaking any illegal behavior regarding corruption.

Facilitation Payment

Our clients must not offer facilitation payment, i.e., paying extra to public authorities to speed up routine duties to avoid undue delays.

Fair Competition

All clients must act in compliance with national and international competition legislation and regulation.

Confidential Information

We expect clients to keep all confidential and proprietary information in strict confidence, except when authorized or legally required to disclose information and data.

Climate and Environment

In Darize, it is important for us that we conduct business in a sustainable way with care for the environment. We are aware that acting responsibly goes beyond our own activities, and we therefore expect our clients to carry out operations with care for the environment and to strive to minimize adverse impacts on the environment, such as disproportionately large amounts of CO2 emissions and waste.

We expect all our clients:

- To comply with local environmental regulation and maintain the necessary registrations, permits and licenses.
- To handle air emissions and appropriately handle waste, attempt to minimize energy consumption and waste and to reuse and recycle resources and materials.
- To monitor and continuously strive to improve environmental performance, e.g., by having an environmental management system in place.

Compliance with the Code of Conduct

Darize reserves the right to request and obtain further information and documentation of client's compliance with this Code of Conduct. Furthermore, we reserve the right to carry out audits and inspection visits at clients to ensure compliance with our Code of Conduct. In order to verify compliance with the Code of Conduct, our clients shall be prepared to provide Darize access to relevant and reasonably requested information and documentation, during an audit.

In case the client fails to comply with the terms of this Code of Conduct, Darize has the exclusive right to require improvements by the client in related matters. If improvements are not made within the time limit set by Darize, then Darize has the exclusive authority to terminate its contract and business with the client.

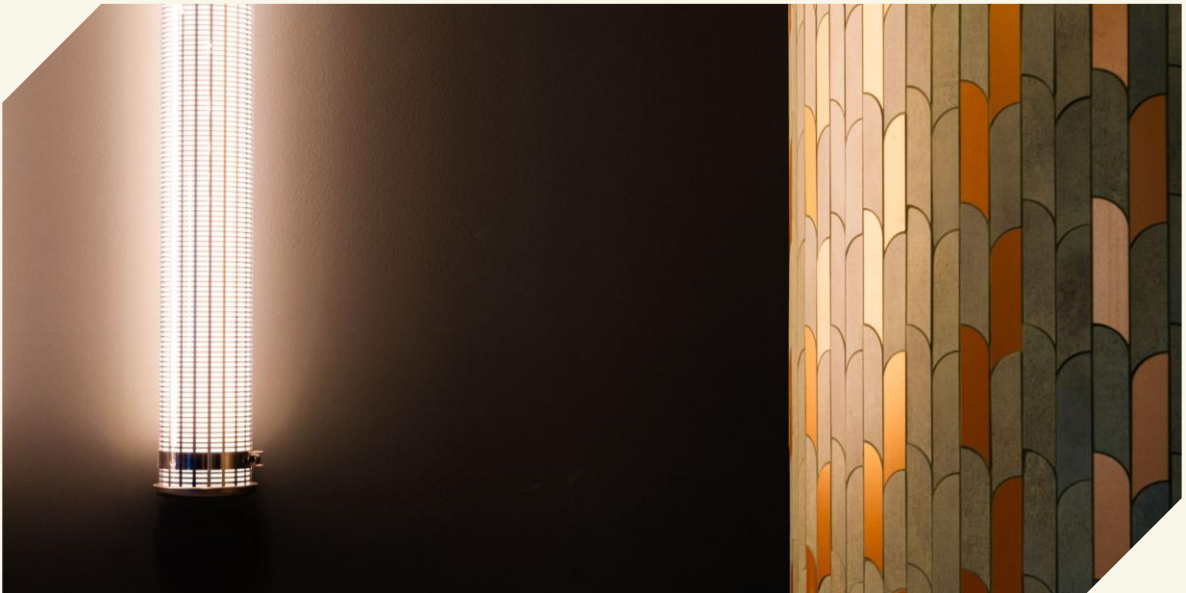
Whistleblower Policy - Report a Concern

In Darize, we are dedicated to act and do business in a way that is right to our employees, independent consultants,

suppliers, Clients, business partners, and the society in general. To continuously make sure that Darize does just that, we encourage that concerns are shared.

Darize has established a Group Whistleblower system with the objective of ensuring a relevant platform for independent consultants/contractors, suppliers, Clients, and other business partners of Darize to use, if the need for reporting suspicion of non-compliance with the laws or regulations applicable to the Darize Group, non-compliance with internal policies or standards of the Darize Group or any behavior or incidents of concern not directly covered by such internal policies, arises.

So, if you detect any concerns, illegal or unethical business behavior, harassment of any kind, or any other serious non-compliance, Darize encourages you to make use of the Group Whistleblower system. The Whistleblower system provides you with guidance on how to report, and as part of your business engagement with Darize, you will receive access to the Whistleblower system and guidance on use upon your request.





Darize is the Tech Transformation Partner that helps organizations turn ambition into action. Through our Expert-Led Delivery Model, we connect the right experts at the right time to help clients navigate complexity and deliver business-critical technology transformation. By bringing together experienced experts across advisory, technology, and security, we help organizations move seamlessly from strategy to implementation. Our approach combines deep expertise, practical experience, and cross-functional collaboration to accelerate progress, reduce complexity, and deliver measurable business outcomes. Founded in Copenhagen, Darize brings together more than 2,500 consultants across 24 countries. Together, we support organizations throughout the transformation journey, helping them move beyond vision and into execution.

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