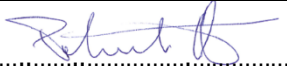
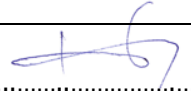


Corporate Code of Ethics

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Date of Approval:	2025.05.15.	

1. Scope of Validity

This Code of Ethics is a unilateral, voluntary declaration of Dufém Ltd., establishing the core values and norms of conduct deemed most important by the company regarding its external and internal stakeholders (consumers, the state, suppliers, competitors, local communities, the natural environment, owners, and employees).

2. Objective

The purpose of the Code of Ethics is to define the values on which the company's strategy and operations are based, outline guidelines for handling conflicts, and provide guidance regarding ethical expectations and general conduct norms. It summarizes and systematizes the business, social, and communication norms expected from the company's partners. Honest and fair behavior with partners is the foundation of a successful and lasting business relationship, while fully complying with legal requirements and business integrity.

3. General Ethical Core Values

Dufém Ltd. is committed to lawful, ethical, and transparent operations. The entire organization is guided by specific principles, values, and behavioral norms. It considers it important to communicate this basic normative system to its partners to ensure the realization of its mission and objectives. It strives to promote these values to others and expects its partners to adhere to similarly high ethical standards and demand the same principles from their own suppliers and subcontractors as outlined in this Code of Ethics.

Principles

- Full compliance with laws and regulations.
- Integrity, honesty, and responsible conduct.
- Equality, fairness, and respect for all employees.

4. Business Ethics

Dufém Ltd. requires ethical behavior and integrity in its operations and expects the same from its business partners. Ethical conduct means not only honesty but also reliability, fairness, and a correct attitude.

Fundamental Business Ethics Norms Expected:

- Work relationships based on trust and mutual respect, which are essential for outstanding business success.
- Avoidance of conflicts of interest.
- Protection and respect for personal rights and data.
- Bribery is prohibited; any compensation received from suppliers or subcontractors must only relate to legitimate products and services.
- Gifts and other courtesies provided as part of customary hospitality must not exceed locally accepted norms and must comply with local laws.
- All activities and decisions within delegated authority must comply with this Code of Ethics and applicable laws.
- Confidential handling of business secrets and intellectual property as per mutual agreement.

5. Workplace Ethics

- Fair employment, compliance with relevant labor laws, working hours, and compensation.
- Respect for employees and their rights and dignity; providing safe and healthy working conditions and ensuring a discrimination-free environment.
- Maintenance of a supportive and cooperative workplace atmosphere.
- Avoidance of favoritism or disadvantage due to prior or existing relationships, and any discrimination based on gender, ethnicity, religion, or politics.
- Support for employees' personal and professional development.
- Only collecting and storing data on employees that is legally required or permitted and essential for effective operation.
- Forced, coerced, slave, or child labor is unacceptable and must not be used or tolerated.
- Employees must behave respectfully in all their activities, treating everyone with due care and dignity. Violence and threatening behavior are not tolerated.
- All employees must be allowed to freely join or form trade unions. Official union representatives must not be discriminated against.

6. Sustainability and Environmental Protection

Aligned with its commitment to sustainable development, the company must continuously improve performance to protect and conserve natural and environmental resources, promote environmentally conscious activities, and reduce associated risks. Business partners are expected to commit to ecological sustainability and continuously strive to reduce the environmental impact of their activities.

7. Communication Ethics

Dufém Ltd. is characterized by responsible communication, aiming for open and transparent dialogue and consultation with communities and civil society representatives who have legitimate interests in its operations.

It provides credible, accurate, and clear information. Publishing misleading, false, or competitor-defaming content, advertisements, or announcements is ethically unacceptable.

It provides business partners with factual and consistent data regarding products, services, and developments and expects the same conduct from its partners.

8. Product Safety

All products and services must comply with legal quality and safety requirements and fulfill statutory obligations. Suppliers must take responsibility for hygiene and product safety risks throughout the entire supply chain.

9. Confidentiality and Data Protection

Dufém Ltd. treats business, financial, and technical data and business correspondence with confidentiality. It complies with all applicable laws and regulations regarding the protection, use, and transfer of internal, confidential, and personal data and expects the same from both internal and external stakeholders.