

## CODE OF CONDUCT POLICY

*The Dravus Code of Conduct provides a framework for our business, individual behaviours, and interactions with others. Compliance with this policy will foster and maintain management, employee, and customer trust, as well as the integrity and professionalism of our business.*

### **At Dravus we are committed to:**

- **Doing the Right Thing:** Follow our company policies and procedures, speak up, seek advice, and comply with the law.
- **Continuous Improvement:** Enhance the quality of our products and services through personal development and by contributing to the development of others and our business.
- **Respect and Well-being:** Promote and uphold the privacy, confidentiality, dignity, rights, health, and well-being of our teams and individuals who use our products and services.
- **Core Values:** Uphold the values of honesty, integrity, and quality relationships with clients, customers, suppliers, vendors, and our community.

### **Principles and Expectations**

Our Code of Conduct is based on these values and contains the fundamental principles of how we expect to conduct business. It makes clear that all parties are expected to understand and appreciate the ethical considerations of their decisions, reaffirming our long-standing commitment to a culture of corporate and individual accountability and responsibility.

### **Guidance for Unspecified Situations**

There is no way to provide rules of conduct for every possible situation. For situations not specifically covered in this Code or in our policies and procedures, we expect [Insert Company Name] stakeholders to always act appropriately.

### **Responsibility and Accountability**

Everyone is responsible for being familiar with all policies and rules that apply to their job responsibilities. Any questions should be raised with your supervisor or Manager.

### **Reporting Concerns**

All business stakeholders should come forward with any concerns regarding breaches of this Policy without fear of reprisal or repercussion.

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### **APPROVED:**

*This Policy will be reviewed every 12 months to ensure its appropriateness, accuracy and value.*



**Ante Ljubicic**  
Managing Director