

Code of Ethics

About this Code

Dints International is a company that strives to uphold the highest level of ethical behaviour and practices across all of its operations, and expects and anticipates that its employees, partners and suppliers will uphold the same level of ethical conduct.

In all cases Dints International strives not only to comply, but to exceed in its behaviour all legal and ethical norms in every state and territory where it operates, and applies the following principles in everything it does:

Our Vision, Mission and Values

Mission: Simplify the trade experience

Vision: Revolutionise global trade by driving a sustainable future

Value: Inclusion – Integrity – Innovation

Fairness

Dints International will endeavour to be fair and equitable in all of its business and financial affairs. We will always be honest and transparent, and expect our partners and suppliers to act accordingly.

Individual Responsibility and Accountability

At Dints International we value individual responsibility and accountability, and will allow all of our employees, board members and contractors to work without undue restrictions or sanctions. We will hold ourselves accountable to the very highest ethical and professional standards and will measure ourselves against these. We expect all of our employees, board members and contractors to do the same.

Environmental Responsibility and Accountability

Dints International will continually strive to reduce its negative environmental footprint and will continuously seek to reduce the emission of greenhouse gases caused by its own operations and the operations of its partners and suppliers.

Dints International asks all employees to consider the environment and their impact on the climate at all times, by ensuring they are as economical as possible with the use of materials and utilities at work, and look for opportunities to conserve, recycle or reuse energy and resources.

Compliance with Applicable Law and Regulations

At all times Dints International will comply with, and exceed all ethical laws and practices in every territory it works. When UK laws on ethical practices (such as the Modern Slavery Act and the Bribery and Corruption Act) exceed those of another territory in which Dints International operates, we will apply comparable standards to UK laws and practices.

Conflict of Interest

Dints International operates a register for the declaration of conflict of interests, and asks all employees and trustees to declare any interests they might hold in companies associated with, investing in, partnering with or supplying services to Dints International. Dints International also expects all partner organisations and suppliers to inform it of any conflict of interest concerning their organisation, staff or associates that they might be aware of.

Equity, Equality and Parity

Dints International seeks to achieve both equity and equality in its own operations, as it applies to the diversity and inclusion within its workforce and trustees. We will report annually on gender and BIPOC parity in salary, and will consider diversity and equity in all our employment practices. We also expect all partners of Dints International to apply to the same principles.

Financial Reporting

Dints International operates a policy of financial transparency in all its operations, and expects all of its suppliers and partners to do the same. Dints International operates a policy of financial transparency in all of its operations, and expects all of its suppliers and partners to do the same. We will publish and make publicly available our annual accounts, and report annually on the differential between the highest and lowest salary in the organisation.

Reporting Violations and Protection from Retaliation (Whistleblowing)

Dints International maintains a whistleblowing programme for all its staff and associates. This includes both internal and external processes. We pledge never to discriminate against or unfairly penalise any person for reporting a breach or violation of our code of ethics.

Social Impact

Dints International pledges to ensure it has a positive social impact in all of the territories it operated in.

Review and Audit

This Code of Conduct will be made available to all staff and reviewed annually.