



DG3 North America, Inc. Anti-Slavery and Human Trafficking Policy

ANTI-SLAVERY POLICY STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in our business dealings and relationships and to implementing and enforcing systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains.

DG3 is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with disclosure obligations we may have under applicable law. We expect the same standards from our contractors, suppliers, and other business partners, and as part of our contracting processes, we include specific requirements regarding prohibition of use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children.

WHO MUST COMPLY WITH THIS POLICY?

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.

WHO IS RESPONSIBLE FOR THIS POLICY?

DG3's executive leadership team has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. Our Human Resources and Supplier Management executives have primary responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and reviewing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.



YOUR COMPLIANCE WITH THIS POLICY

You must ensure that you read, understand, and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

HOW AND WHEN TO NOTIFY IN CASE OF NON-COMPLIANCE

You must notify company management at info@dg3.com as soon as possible if you believe or suspect that a breach of this policy, has occurred, or may occur in the future. Your information will be kept confidential.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it.

BREACHES OF THIS POLICY

DG3 may terminate employment or a business relationship with any individuals and organizations working on our behalf if they breach this policy.