



DG3 North America, Inc's Anti Bribery and Corruption Policy

DG3 North America, Inc. is committed to conducting its business in an ethical and transparent manner. We believe that bribery and corruption are illegal, unethical, and harmful to our business. This policy is intended to prevent bribery and corruption in all our business activities, wherever they occur in the world.

Scope

This policy applies to all employees, officers, directors, and agents of the Company, as well as any third parties who act on our behalf. It applies to all our business activities, including but not limited to:

- Selling and purchasing goods and services
- Obtaining government permits and licenses
- Making political contributions
- Conducting research and development
- Engaging in charitable activities

Bribery and Corruption

For the purposes of this policy, bribery and corruption are defined as any act or omission that:

- Offers, gives, or promises anything of value to a government official or any other person in order to obtain or retain business or improper advantage
- Induces a government official or any other person to act or refrain from acting in their official capacity
- Creates the impression that an improper advantage will be or has been obtained

Prohibited Conduct

The following conduct is prohibited under this policy:

- Offering, giving, or promising anything of value to a government official or any other person in order to obtain or retain business or improper advantage
- Inducing a government official or any other person to act or refrain from acting in their official capacity
- Creating the impression that an improper advantage will be or has been obtained
- Accepting anything of value from a government official or any other person in return for doing or refraining from doing anything in the course of their business
- Failing to report suspected bribery or corruption

Training and Compliance

The Company provides training to all employees on this policy and on the risks of bribery and corruption. Employees are responsible for understanding and complying with this policy.

Remedies

The Company will take disciplinary action against any employee who violates this policy, up to and including termination of employment. The Company will also cooperate with any law enforcement investigation into bribery or corruption.



Reporting

Internal Party:

Employees who believe that they have witnessed or have knowledge of bribery or corruption are encouraged to report it to their manager, the Company's compliance officer, or any other appropriate person. Reports will be kept confidential to the extent possible.

External Party: Any other external party who believes that they have witnessed or have knowledge of bribery or corruption are encouraged to report by sending an email to info@dg3.com. Reports will be kept confidential to the extent possible.

Enforcement

This policy will be enforced by the Company's management team. Any employee who violates this policy will be subject to disciplinary action, up to and including termination of employment. The Company may also report to and will cooperate with any law enforcement investigation into bribery or corruption by internal or external parties.