

CODE OF CONDUCT

The Code of Conduct applies to all of us in DAB as part of the Grundfos Group. Wherever we are and whatever our role, we always conduct business based on honesty and integrity.

ALL PEOPLE

Human rights

We respect the integrity and dignity of every human being. We actively work to prevent or mitigate adverse human rights impacts directly linked to our operations, products or services, or by our business relationships in our value chain, and we address such impacts should they occur.

Working environment

We are committed to ensuring health, safety and well-being by providing a good work environment, preventing work-related injuries and ensuring a safe physical and psychological workspace. If our working environment is not safe or healthy, we speak up and take action, both with regards to ourselves and our colleagues.

Equal opportunitites and non-discrimination

We respect individuals from all backgrounds, and we do not accept any form of discrimination. We support an inclusive culture where we value our differences in backgrounds, experiences and perspectives, and believe diversity fundamentally strengthens our competitive advantage.

OUR COMPANY

Confidential information

We protect the information we receive in confidence, as business integrity and innovation are at the core of our business. We never share confidential information without a legitimate business purpose for doing so, and only if it is permissible in accordance with our policies and relevant laws and regulations.

Data privacy

We are committed to respecting the privacy of individuals. We only collect and share personal data if it is necessary to the job we are performing. We always store personal data in a secure manner and delete it when we no longer need it.

Artificial intelligence (AI)

We are committed to using and developing artificial intelligence that creates value for our company, customers, and society. When we use AI, we should make sure it is inclusive, safe, trustworthy, and explainable within its context, and we always comply with our internal guidelines.

Environmentally responsible

We run our business in a responsible and sustainable way as an integral part of our purpose and values. We see and drive opportunities to act more sustainably across the value chain, from our own operations to suppliers, business partners and customers around the world, and into local communities where we have a special responsibility to care for people and environment.

Social media

It is important that our stakeholders trust and feel that we communicate honestly and transparently. As employees, we have a shared responsibility to protect our brand and we must all be aware of how we write about DAB and how we present ourselves.

OUR BUSINESS

Corruption

We always conduct our business with integrity and in a fair and legal way. We work against corruption and have a zero-tolerance policy towards bribery and facilitation payments, whether committed by employees or by third parties acting on our behalf.

Bribery

Giving and receiving bribes is strictly prohibited as it harms our company and the communities where we do business. Bribery does not necessarily have to involve money, but can involve gifts, hospitality, access to assets, or favours to friends and families or to business relations and their friends and family.

Facilitation payments

We do not accept facilitation payments as they are considered both against our values as well as having significant negative impact in the societies where they are paid. Facilitation payments are considered bribes and are often illegal.

Hospitality, entertainment and gifts

We will never grant and receive any benefit such as hospitality, entertainment and gifts which might unduly influence a government representative, a supplier, or a customer in their dealings with DAB which may jeopardise our own integrity.

Conflict of interest

We always take decisions in the best interest of DAB, and we must never be improperly influenced by any personal, financial or political interests. Conflict of interest occurs when our personal interests unduly influence or can be perceived as influencing our professional judgement.

Bookkeeping and accounts

We rely on complete and accurate records for us to take responsible business decisions and maintain the trust of our stakeholders. We always ensure the integrity, accuracy, and effectiveness of our record-keeping.

Fair competition

We are committed to conducting business in compliance with competition law globally and we believe in free and fair competition. We must never enter into agreements or understandings which would give us an unfair advantage or otherwise infringe competition law.

Export control and sanctions

We have a responsibility that our products and solutions, including components, services, technology and equipment are only used for legal purposes and in compliance with applicable laws and regulations. We will not supply controlled products and solutions without necessary permissions, nor buy or sell goods or services to any sanctioned parties.

SPEAKING UP

It is important that we dare to speak up when we see something that is wrong, by reaching out to our people leaders, HR or our Legal Department. If we do not feel comfortable speaking up or we want to remain anonymous, it is possible to report our concerns via our whistleblower system. As a company, we continuously want to develop and nurture a culture of honesty and integrity.