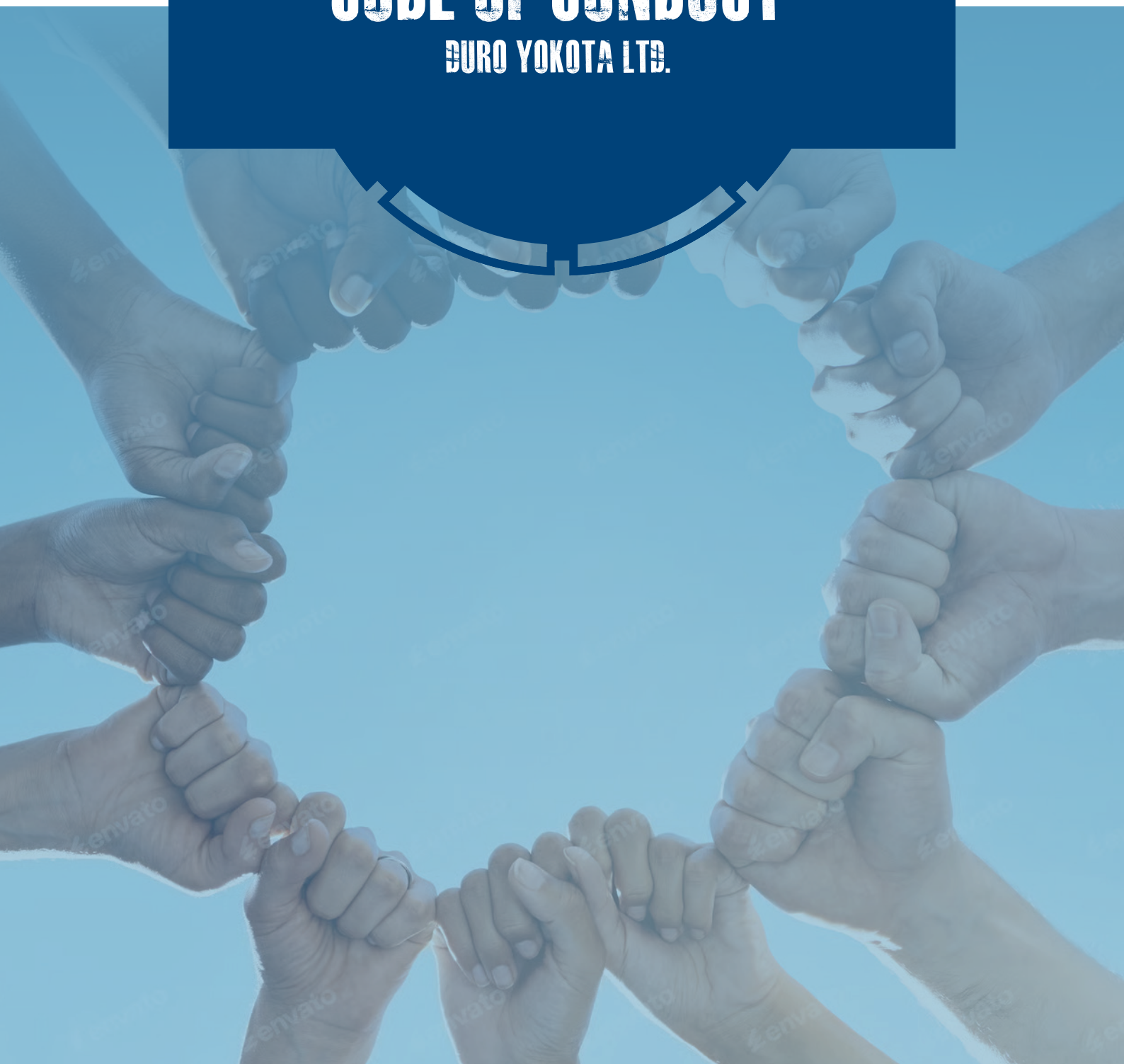
CODE OF CONDUCT

DURO YOKOTA LTD.



DURO YOKOTA LTD - CODE OF CONDUCT

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INTRODUCTION

At DURO Yokota Ltd., we are dedicated to conducting business with the highest standards of integrity, ethics, and professionalism. Our Code of Conduct serves as a guide to help employees, contractors, and representatives understand the principles and values that govern our actions and decisions.

INTEGRITY & ETHICS

We uphold the highest standards of honesty, integrity, and ethics in all our interactions, both within the company and with external stakeholders. We are committed to doing what is right, even when faced with difficult decisions.

Compliance with Laws and Regulations

We comply with all applicable laws, regulations, and industry standards in every jurisdiction where we operate. This includes but is not limited to Modern Slavery and Human Rights, Bribery, and corruption, Environmental and sustainability, Health and Safety, Quality and Environment.

Respect for People

We treat all individuals with dignity, respect, and fairness, regardless of their role, background, religion, ethnicity, ability and sexual orientation . Discrimination, harassment, bullying, or any form of disrespectful behaviour is strictly prohibited and will be dealt with promptly and may lead to disciplinary action leading up to and including termination of employment or contract.

Health and Safety

We prioritise the health and safety of our employees, contractors, and visitors. We provide a safe and healthy work environment, comply with safety regulations, and promote awareness of potential hazards. Our H&S Policy and ISO 45001 :2018 Cert are available on request.

Environmental

We are committed to minimising our environmental impact and promoting sustainability in all aspects of our operations. We strive to reduce waste, conserve resources, and minimise pollution through responsible practices and innovation. Our Environmental Policy and ISO 14001 :2015 Cert are available on request.

Conflicts of Interest

We avoid conflicts of interest that could compromise our judgment or integrity. Employees are required to disclose any personal, financial, or professional interests that may conflict with the interests of the company and act in the best interest of DURO Yokota Ltd. at all times.

Confidentiality and Data Privacy

We respect the confidentiality of sensitive information belonging to the company, clients, partners, and employees. We handle confidential information with care, maintain its confidentiality, and comply with data protection laws and regulations. Our GDPR Policy is available on request.

Ethical Business Practices

We conduct business honestly, ethically, and transparently, avoiding bribery, corruption, fraud, or any other unethical practices. We compete fairly in the market and maintain the trust and confidence of our stakeholders. Our Ethical policy is available on request.



Reporting Violations

We encourage employees to speak up if they witness or suspect any violations of this Code of Conduct or unethical behaviour. Reports can be made through confidential channels, and non-retaliation against whistleblowers is guaranteed. Our Whistleblowing Policy is available on request.

Compliance Training and Education

We provide regular training and education to ensure that all employees understand and adhere to this Code of Conduct and related policies. We promote awareness of ethical standards and provide resources for employees to seek guidance on ethical dilemmas.

Consequences of Non-Compliance

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment or contract. Severance of supply and procurement will also be considered to all external parties involved. All reports of misconduct will be promptly and thoroughly investigated by the Managing Director and/or Senior management where the appropriate corrective actions will be taken.

CONCLUSION

By adhering to this Code of Conduct, we demonstrate our commitment to the values and principles of DURO Yokota Ltd. Each employee, contractor, and representative play a vital role in upholding the integrity and reputation of our company.

APPROVAL

This Code of Conduct has been approved by the organisation's Directors and Head of Operations who will review and update it annually.

Approved by
D Beaumont

Date of last review
07/05/2026

