

CODE OF ETHICS AND CONDUCT

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PRESENTATION

Currently, there is a need for companies to follow an ethical framework that guides their actions, which allows them to respond to the diversity of social, legal, political and economic contexts in which they operate. D2 Technology believes that the achievement of its long-term goals is necessarily based on strict compliance with the highest standards of ethical conduct. D2 Technology thus assumes the conviction that daily concerns must be based on a strong sense of social and ethical responsibility.

This document expresses D2 Technology's commitment to ethical conduct in its internal and external relationships, with the objective of reinforcing applicable ethical standards and creating a work environment in which team spirit, quality, equality between men and women. It embodies the mission, vision and values that relate to D2 Technology's operations, as well as ethical principles and standards of conduct.

1. MAIN PURPOSES OF THE CODE

The main objective of this Code of Ethics and Conduct is to make known to all employees, customers, public entities, suppliers and, in general, to the entire community the values established, lived and demanded by D2 Technology, in a way that the:

- i) Foster at D2 Technology the existence and sharing of common values and rules of conduct, reinforcing a common culture;
- ii) Promote relationships of trust between D2 Technology and all its partners;
- iii) Reduce the subjectivity of personal interpretations of moral and ethical principles;
- iv) Respond to the civic challenge of basing society on ethical principles.

This code should be a permanent reference in internal labor relations, in the way tasks must be performed and in the conduct towards society as agents of the company. In this way, the Code of Ethics and Conduct must be fully respected in the fulfillment of daily actions by all D2 Technology employees.



2. THE D2 TECHNOLOGY

D2 Technology is a company whose corporate purpose is the production of various CNC equipment, corresponding to CAE 28992 - Manufacture of other miscellaneous machines for specific use, n.e. and also in CAE 33120 - Repair and maintenance of machines and equipment.

D2 Technology is a Portuguese company, founded on 21-04-2003, with headquarters and facilities in the Industrial Park of Oleiros, in the municipality of Vila Verde, and with branches and distributors in several other countries.

It is a company that has evolved in the stone industry throughout its experience. It is characterized by the production of high-tech equipment in the stone sector, CNC equipment.

The secret of success is due to the commitment to Quality, Performance and Design. It is a young company that breathes enthusiasm for technology and efficiency. Customer satisfaction, innovation, doing it right the first time, betting on continuous improvement and training our employees are very important aspects, in which the company works daily to achieve them.

MISSION

D2 TECHNOLOGY's Mission is to provide high quality, simple and increasingly technological equipment, satisfying the needs of all our customers.

VISION

D2 TECHNOLOGY wants to be a reference in the area, nationally and internationally, through continuous improvement and constant innovation.

VALUES



3. DEFINITIONS OF THE CODE OF CONDUCT

AMENDMENT MEASURE

Action taken to correct a non-compliance

CORRECTIVE MEASURE

Measure taken to prevent a repeat of non-compliance

REPAIR MEASURE

Measure taken with a view to correcting a non-compliance with a worker or former employee, regarding a violation of the worker's right, so that it is not repeated

CHILD

Any person under the age of 16 who, despite being below this age, has already completed the minimum compulsory education

YOUNG WORKER

Any worker whose age is greater than that of a child as referred to in the previous point, but less than 18 years of age

HAZARDOUS WORK

Work which, by its nature or due to the conditions in which it is carried out, puts safety, health, physical, psychological or moral development, education and training at risk

CHILD LABOR

Any work performed by a child, as defined under "Child"

FORCED LABOUR

Any work or service required of a person under the threat of any punishment, without that person having freely offered

SUBCONTRACTOR

Any company that participates directly or indirectly in the manufacture of products designed and/or manufactured by D2 Technology

PARTNER

- Any service provider company hired by D2 Technology to carry out a certain activity or process involving direct contact with D2 Technology's information. Such information may be in physical or electronic media.

4. SOCIAL RESPONSIBILITY REQUIREMENTS

1.1. CHILD LABOR

D2 Technology does not use or support the use of child labor. Children between the ages of 16 and 18 may only perform any function at D2 Technology, subject to compliance with all labor legislation regarding child labour.

1.2. FORCED AND COMPULSORY LABOR

D2 Technology does not resort to or accept the use of forced labor, whether through a physical obligation, threats or other forced methods.

1.3. SEGURANÇA, HIGIENE E SAÚDE

D2 Technology guarantees compliance with safety, health, hygiene and well-being standards in the workplace. For this:

- i) Requests the subcontractor to guarantee a safe and healthy work environment, taking appropriate measures to avoid work accidents;
- ii) Appoints a representative responsible for the health and safety of all employees;
- iii) The production facilities comply with the laws and regulations in force, in order to protect workers against the risks of fire, accidents and toxic substances. Ventilation, lighting and heating systems must be adapted to the work carried out.

Compliance with safety rules is an obligation for everyone, and it is the duty of employees to promptly inform their superiors of any irregular situation that could compromise the safety of people, facilities or equipment in their company.

1.4. EQUALITY AND NON-DISCRIMINATION

D2 Technology disapproves of any form of discrimination, whether based on race, ethnicity, sex, age, physical disability, religious conviction, opinion or political affiliation, and also condemns any behavior, through gestures, language or physical contact, that is sexually coercive, threatening or abusive.

1.5. DISCIPLINARY POWER

D2 Technology does not use or condone corporal punishment, mental or physical coercion or verbal abuse.

1.6. PROCEDURES AND CONTROLS

D2 Technology periodically analyses, or has analyzed, the suitability and purpose and effectiveness of the company's policy, procedures and performance, in view of the requirements of this Code and other requirements to which the company adheres.

The managers of D2 Technology are therefore responsible for:

- Follow and Develop the D2 Technology Code of Conduct;
- Communicate the Code of Conduct within D2 Technology;
- Order internal and external audits to be carried out;
- Order to ensure compliance with the company's rules and processes;
- Communicate any non-conformities found to management.

The obligations arising from this Code are communicated to D2 TECHNOLOGY employees and suppliers and subcontractors.

D2 Technology analyses, studies and answers each question regarding the requirements of this code, and these questions can be asked by a worker, a supplier, a subcontractor, customer or a partner.

Pursuant to Company policy and the requirements of this Code, D2 Technology will take corrective action when any non-compliance is identified.

The application of corrective and corrective measures by the supplier and subcontractor will be analyzed by D2 Technology. If the supplier or subcontractor does not meet the requirements of D2 Technology expressed in this Code of Conduct, D2 Technology reserves the right to terminate the contractual relationship.

Date: 2022/05/10

Management
