

DSPCon

Code of Conduct

The DSPCon Code of Conduct outlines expected behaviors for all DSPCon employees; based on our commitment to providing excellence in everything we do while maintaining the highest possible standards of ethical business conduct.

First and foremost, we are dedicated to conducting our business ethically, fairly, impartially, and in full compliance with all applicable laws and regulations in every country we serve. In conducting our business, integrity is the cornerstone that bonds all of our relationships, including those with customers, contractors, partners, suppliers, communities and each other. The highest standards of ethical business conduct are required of all DSPCon employees in the performance of their Company responsibilities and engaging in conduct or activities that may raise questions as to the Company's honesty, impartiality, or reputation will not be tolerated.

DSPCon employees ensure that:

- They do not engage in any activity that might create a conflict of interest for the Company or for themselves individually.
- They do their utmost to create and maintain a respectful workplace culture that is free of any type of harassment, intimidation, bias, and unlawful discrimination.
- They follow all restrictions on use and disclosure of information.
- They observe that fair dealing is the foundation for all of our transactions and interactions.
- They protect all Company, customer, and supplier assets and use them only for appropriate Company approved activities.
- Without exception, they comply with all applicable trade, commerce, anti-trust, and labor laws, rules and regulations in every country DSPCon serves.
- They do not accept significant gifts, entertainment or any other business courtesy (including discounts or benefits that are not made available to all DSPCon employees) from any of the Company's customers, suppliers, partners, or competitors.
- They promptly report any illegal or unethical conduct to management or other appropriate authorities (i.e., Ethics, Law, Security, EEO).

Every DSPCon employee has the responsibility to ask questions, seek guidance and report suspected violations of this Code of Conduct. Retaliation against employees who come forward to raise genuine concerns will not be tolerated.



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