

## Code of Conduct

At Dos Santos Limited (DSL), we are committed to maintaining the highest standards of integrity, professionalism, and ethical behaviour in all aspects of our operations. Our company code of conduct reflects our core values and serves as a guide for our employees, clients, partners, and stakeholders to uphold our mission, vision, and goals.

This code of conduct is a testament to our dedication to creating a better tomorrow for all through sustainable growth, inclusivity, and responsible business practices.

### Mission, Vision & Values:

- **Mission:** to be the best avenue toward sustainable growth and development for all who work with us by aligning the interests of each unique stakeholder and enabling them to fully contribute towards creating a better tomorrow for all.
- **Vision:** To be the catalyst for inclusive growth and development in the African through stakeholder alignment, long-term thinking, coordination, cooperation, and sharing of resources.
- **Values:**
  - **Better Tomorrow:** We prioritize sustainable and inclusive development.
  - **Positive Sum Thinking:** We embrace win-win-win solutions in all our business decisions.
  - **People First:** We prioritize the welfare and well-being of all individuals we interact with.
  - **Book Long:** We ensure that our values and high standards are consistently implemented through systems and protocols.

### 1. Integrity and Ethics

We conduct ourselves with unwavering integrity, honesty, and transparency. Our actions and decisions are guided by the highest ethical standards and we expect the same from all individuals associated with DSL. Refer to the DSL Code of Ethics for more information.



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## 2. Sustainable Development

We are committed to contributing to sustainable development within the African oil & gas sector and local communities. Our operations prioritize long-term environmental, social, and economic sustainability. We provide clean, safe and healthy work conditions and we are dedicated to maintaining a healthy environment. We are committed to minimise the impact on the natural environment of our operations. We make efforts to reduce the use of finite resources, like energy or water, and the harmful emissions, like waste.

All staff must follow and comply with every relevant health, safety and environmental protection laws, regulations and rules all times.

## 3. Respect for People

We value and respect the dignity and rights of all individuals. We treat our employees, clients, partners, and stakeholders with fairness, respect, and empathy. As such foster a people-centric culture that emphasizes the well-being, safety, and professional growth of our employees. We value the health and safety of our workforce as paramount.

**Diversity and Inclusion:** We embrace diversity and create an inclusive work environment that respects individuals' differences.

- **Fair Treatment:** We treat all individuals fairly, regardless of their background, status, or role.
- **Zero Tolerance for Harassment:** We maintain a zero-tolerance policy for any form of harassment, discrimination, or bullying.

Please refer to the DSL Human Rights Policy for more information.

## 4. Stakeholder Alignment



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We align the interests of our clients, employees, industry partners, government entities, and local communities to work collaboratively towards shared goals, fostering positive-sum thinking and mutual benefit.

We strive to provide exceptional service, acting as a bridge between clients, regulators, and the local environment.

- **Local Communities:** We contribute positively to the local communities in which we operate, considering their well-being in our decisions.
- **Government and Authorities:** We collaborate transparently with regulatory bodies and authorities, ensuring compliance and ethical practices.
- **Environment:** We are committed to minimizing our environmental impact, promoting sustainable practices in our operations.

## 5. Compliance with Laws and Regulations

We adhere to all applicable laws, regulations, and industry standards. We provide clients with regulatory compliance solutions to ensure their operations align with local requirements.

## 6. Excellence in Services

We strive for excellence in all our services, ensuring efficiency, effectiveness, and value creation for our clients. We promote continuous improvement through innovation, technology, and best practices.

## 7. Fair Labour Practices and Working Conditions

We are committed to promote equality in our employment practices and to fair employment and remuneration policy in compliance with applicable laws. We are firmly opposed to employ or contract child or slave labour or any form of forced or compulsory or bonded labour. We condemn all forms of illegal, unfair, unethical labour practice that exploits workforce, destroys social security or serves as tax evasion, including but not limited to undeclared and “grey” work or holding back wages.



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Our staff shall act with integrity and treat their colleagues and others through the work with full respect.

#### **8. Accountability and Responsibility**

We take responsibility for our actions and decisions. We hold ourselves accountable for delivering on our commitments to clients, partners, and stakeholders.

#### **9. Environmental Responsibility**

We are committed to minimizing our environmental footprint and promoting environmentally responsible practices throughout our operations and those of our clients.

#### **10. Confidentiality and Data Privacy**

We handle all confidential and personal information with the utmost care and respect. We implement robust data protection measures to safeguard sensitive information.

#### **11. Professional Conduct**

We conduct ourselves in a professional manner, maintaining decorum, respect, and fairness in all interactions. We refrain from engaging in any behaviour that could tarnish the reputation of DSL.

#### **12. Long-Term Thinking**

We adopt a long-term perspective in our decisions and actions, striving for sustainable growth and positive impact over short-term gains.

#### **13. Implementation of Values**

We implement our values and commitments through established systems, protocols, and processes, ensuring that our high standards are consistently upheld.

#### **14. Health and Safety**



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The health and safety of our employees, clients, and stakeholders are of paramount importance. We maintain safe working conditions, adhere to safety protocols, and prioritize the well-being of everyone involved.

- **Continuous Improvement:** We continuously seek opportunities to improve our processes, services, and solutions.
- **Conflict Resolution:** We address conflicts through open communication, seeking resolution in a fair and respectful manner.

Refer to the DSL Health & Safety Policy for more information.

At Dos Santos Limited (DSL), we believe that our code of conduct is essential to our success in achieving our mission and vision. Each member of the DSL community is expected to embrace and uphold these principles, ensuring that we collectively contribute to the betterment of society while achieving our business goals.