

CODE OF ETHICS AND BUSINESS CONDUCT

Our Commitment

At **DLF International Movers**, we conduct our business with integrity, professionalism and responsibility. Our Code of Ethics establishes the principles that guide our decisions, professional relationships and the way we interact with clients, employees, suppliers, partners and other stakeholders.

We believe that ethical and responsible conduct is essential to building trust, delivering quality services and contributing to the sustainable development of the communities in which we operate.

1. Integrity and Compliance

We act with honesty, transparency and accountability in all our activities.

We are committed to complying with applicable laws and regulations, fulfilling our contractual obligations and adhering to our internal policies, promoting a culture based on ethics and compliance.

2. Responsible Relationships with Clients and Partners

We build relationships based on trust, professionalism and mutual respect.

We strive to provide high-quality services, maintain transparent communication and act with diligence and responsibility in all our commercial and operational interactions.

3. Responsible Business Conduct

We promote a business culture based on impartial and objective decision-making.

We expect all individuals acting on behalf of DLF to avoid situations that may create conflicts of interest and to always act in the best interests of the organisation and its stakeholders.

4. Anti-Bribery and Ethical Business Practices

We maintain a zero-tolerance approach towards bribery, corruption, improper payments or any conduct that may compromise the integrity of our operations.

We promote transparent and responsible business relationships based on objective, professional and ethical criteria.

5. Fair Competition

We operate independently, transparently and in accordance with the principles of fair competition.



We reject any practice that could restrict competition or negatively affect the fair and responsible functioning of the markets in which we operate.

6. Human Rights, Equality and Inclusion

We promote a working environment based on respect, dignity and equal opportunities.

We do not tolerate any form of discrimination, harassment, abuse, intimidation or conduct that undermines the fundamental rights of individuals.

We foster diversity, inclusion and fair treatment throughout all our professional relationships.

7. Health, Safety and Wellbeing

We consider the health, safety and wellbeing of people to be essential elements of our business activities.

We promote safe and healthy workplaces by encouraging risk prevention, employee participation and the continuous improvement of working conditions.

8. Sustainability and Corporate Responsibility

We integrate environmental, social and governance (ESG) principles into our daily operations.

We work to reduce our environmental impact, use resources responsibly and create value for our clients, employees, communities and other stakeholders.

Our commitment to sustainability is an integral part of our vision for responsible long-term growth.

9. Privacy, Confidentiality and Information Protection

We protect the information entrusted to us by our clients, employees, suppliers and partners.

We process personal data responsibly and safeguard the confidentiality, integrity and security of information in accordance with our Privacy Policy, Cookie Policy and other applicable protection measures.

10. Communication and Ethics Reporting

We foster a culture of transparency, dialogue and accountability.

We provide appropriate mechanisms through which employees and other stakeholders may raise concerns, seek guidance or report potential misconduct confidentially and without fear of retaliation.

All communications are handled objectively, respectfully and diligently. [

11. Continuous Improvement

We periodically review our practices and commitments to strengthen our ethical culture, adapt to new challenges and respond to the expectations of our stakeholders.

Continuous improvement is a fundamental principle of the way we operate.



12. Our Objective

To maintain a responsible, transparent and ethical organisation committed to respect for people, sustainability and service excellence.

This Code reflects the principles that guide our decisions and actions, helping to strengthen the trust of our clients, employees, suppliers, partners and other stakeholders.

