

Policy on Business Conduct and Ethical Behavior

DELTAFLUID places particular emphasis on integrity, ethics, and transparency in the conduct of its business.

Recognizing the importance of reputation, compliance, and accountability, the company is committed to adhering to legal requirements and the highest ethical standards in all circumstances.

Our policy is based on the following commitments:

1. Compliance with laws and regulations

DELTAFLUID is committed to:

- Complying with all applicable laws, regulations, and requirements,
- Conducting its business with professionalism and responsibility,
- Ensuring that its business practices are in compliance.

2. Integrity and Transparency

We are committed to:

- Acting with honesty, integrity, and transparency in all our relationships,
- Making decisions based on objective and ethical criteria,
- Protecting the company's reputation and image.

3. Prevention of corruption and improper practices

DELTAFLUID has a zero-tolerance policy toward any form of corruption. As such, we are committed to:

- Prohibiting any payment, benefit, or commission for improper purposes,
- Rejecting any practice intended to unduly influence a decision,
- Ensuring that funds are used in accordance with their intended purpose.

4. Gifts and Perks

We ensure that:

- We strictly regulate gifts and benefits,
- We allow only courtesies of reasonable value that are in line with customary practices,
- We refuse any benefit that could influence or be perceived as influencing a decision.

5. Responsibility of Employees and Partners

This policy applies to all employees and to anyone acting on behalf of DELTAFLUID.

Everyone is required to:

- Adhere to established ethical principles,
- Behave in an exemplary manner,
- Report any non-compliant or questionable situations.

Management is committed to ensuring that this policy is communicated, understood, and implemented at all levels of the company.