



# ETHICAL BEHAVIOUR

DFS provides logistics, passenger charter, workforce transportation, freight, construction and project management services to private and government clients around the world.

DFS's organizational culture is built on a foundation of ethical beliefs promulgated by the company's owner. These beliefs are summarised in this policy statement. They are non-negotiable principles setting out how employees and agents are to represent DFS and conduct business on behalf of DFS.



**HONESTY**  
**TRANSPARENCY**  
**RESPECT**



## WE WILL...

- Apply our best endeavours to comply at all times with the laws of all countries and jurisdictions in which we operate. We will never knowingly breach a legal obligation.
- Never offer inducements or bribes to any person and never solicit or receive inducements or bribes from other parties.
- Never undertake any activity that conflicts with the interests of DFS.
- Never engage in collusive tendering or pricing.
- Acknowledge, understand and respect the culture and customs of countries in which we operate.
- Treat all people with equal respect and consideration regardless of their race, gender, sexuality, religious beliefs or political views.
- Be fair, honest and impartial in all business dealings. We will be prepared to walk away from business deals if the party we are dealing with is behaving unethically or putting pressure on DFS to behave in an unethical manner.
- Respect the confidentiality of information provided to us by other parties.
- Have ethical behaviour, as outlined in this policy statement, a non-negotiable criteria for selecting suppliers and hold our suppliers accountable to our standards for ethical behaviour.
- Train all of our employees in the expectations outlined in this policy statement.
- Monitor compliance to this policy and respond fairly and appropriately to any breaches.

John Rodenhouse, CEO  
The Diplomat Group

Dean Bromiley, President  
The Diplomat Group