






DTC World Corporation Pte Ltd
 7 Gambas Crescent #05-24
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 Co.Reg.No. 200602269R

 DTC WORLD CORPORATION PTE LTD <small>Premiums & POS Merchandise</small>	Number	P01
	Revision	03
Business Ethics Policy	Date	12 Jan 2022

Revision & Distribution

Para. No.	Rev. No.	Brief Description of Change	Distribution Date	Copies
All	00	Initial Release	1 Jan 2019	Only Electronic
	01	Reviewed and no change	1 Jan 2020	
	02	Reviewed and no change	4 Jan 2021	
	03	Reviewed and no change	12 Jan 2022	
Authority	Title	Signature	Date	
Prepared by Annde	Environmental Representative		12 Jan 2022	
Approved by Yee Chin	General Manager		12 Jan 2022	

BUSINESS ETHICS POLICY

INTRODUCTION

DTC strictly comply with applicable laws and regulations within the scope of business, abide by the highest standards of business ethics, comply with the principle of fair competition and transaction integrity in all business interaction, rejection of corruption and unfair competition, and respect for intellectual property rights to create harmonious business environment.

SCOPE

This policy applies to all employees and stakeholders of the company (including but not limited to customers, suppliers etc.)

REQUIREMENTS

1. Corruption & Bribery

The company takes a "Zero tolerance" attitude towards bribery and corruption and requires all new employees to sign below the Code of Business Conduct to show that they have fully understand and are willing to commit to the Code. DTC have so far stand firm and rather turn down business, than give in to the pressure of using bribery to get business

2. Free & Fair Competition

Free & fair competition is the best social outcome for consumers, society and our business. We fully support competition and will not engage in anti-competition activities like price fixing, colluding with competitors or any other actions that distort the spirit of free market.

3. Privacy & Data Protection

Information considered sensitive and confidential should never be disclosed or revealed to others outside the organization without permission. Employees are briefed and also informed in the employee handbook of the seriousness of this.

4. Management of Supply Chain Anti-Corruption

Managing supply chain corruption is essentially the core to our business. If we allow this to happen, it will diminish the company competitiveness and is bad for the society. DTC strive to reduce the exposure by mapping out our High-Risk and Medium-Risk supplier that the DTC use and assess and communicate to all these High-Risk and Medium-Risk suppliers that this is not acceptable.

5. Intellectual Property

DTC respects intellectual property rights of inventors and will advise our customer if what they want to produce is infringing the inventors' patent. DTC have recently also registered a trade mark for a product new launch, as we fully understand the importance of having intellectual property protection.

WHISTLEBLOWING

Report if you see irregularities such as -

- Forgery
- Misappropriation of funds and classified documents
- Failure to comply with laws and regulations
- Corruption and bribery
- Anti-competitiveness Practices
- Money Laundering
- Disclosing of Confidential Information

Informants can report cases through the below whistleblowing channels:

Receiving Officer: General Manager

Hotline : [+65 97299116](tel:+6597299116)

Email : whistleblowing@dtcworld.com

Wechat : yeechin77

Feedback Box: at the entrance near to DTC office

Head Office Address: 7 Gambas Crescent, #05-24 ARK @ Gambas, Singapore 757087

POLICY BREACH

As part of this commitment, all forms of bribery and corruption practices shall be regarded as unacceptable and will not be tolerated. Failure to comply with this policy, whether or not is intentional, may lead to disciplinary action (Up to and including dismissal) and criminal liability for the individual involved (up to and including imprisonment).

Employees will be required to confirm that they have read and understood to the policy and that they comply with its terms as part of their ongoing employment assessment processes. All relevant employees will be required to attend training to support the guidance in this policy.

ROLES AND RESPONSIBILITIES

Person in Charge	Roles & Responsibilities
CEO	Responsible for policy approval
Managing Director	Owens, endorses and ensure the implementation of the policy.
General Manager	Responsible for ensuring that this policy and related standards are implemented and adhered to, and that all relevant employees are made aware of the policy and its requirements. Ensure local compliance with the policy including adequate control measures to eliminate or reduce risks to express behaviours in breach with the policy.
HR Executive	Drives the implementation of the policy, provides specific advice on business ethics labour and human rights issues and dilemmas, and ensures that business ethics issues are identified and addressed. Audits, reviews, measures and reports on business ethics performance.



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Management, employees and contract	Comply with the letter and spirit of the policy. Engage and take responsibility for ensuring that all initiatives are developed in line with the policy.
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DEVIATIONS

No exemptions from this policy can be granted unless there are exceptional circumstances or the policy is obviously not applicable. All requests for exemptions must be made in writing to the policy owner. The policy owner must assess and decide on each request individually. Exemptions must be duly logged and documented

POLICY REVISION

This policy must be regularly reviewed in order to ensure its continued adequacy and relevance. It can be amended with the approval of CEO.



Name & Signature: _____
Designation: CEO



Name & Signature: _____
Designation: Managing Director