



Company Name:

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DESTA PLC

Document No.:

PL/CM/0032

Title

BUSINESS INTEGRITY AND ETHICS POLICY

Issue
No.1

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ETHIOPIA • ESTABLISHED 1993

BUSINESS INTEGRITY AND ETHICS POLICY

2022

COMPLIANCE DEPARTMENT

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BUSINESS INTEGRITY AND ETHICS POLICY

Business Integrity and Ethics

Desta P.L.C. recognizes that it has obligations to a wide range of stakeholders, and the reputation of the company and the trust and confidence of those with whom it deals are among its most vital resources.

This policy outlines a set of core values and approaches we expect our companies and employees to follow and the behaviors they must adopt to protect and build the company's reputation.

Commercial dealings

- All business dealings with customers and suppliers will be conducted fairly and with integrity;
- We will not act in any way that will breach antitrust or competition laws;
- Wherever possible we will seek mutually beneficial relationships in all business dealings;
- All of our advertising and other public communications shall be accurate and not misleading;
- All information from our customers and suppliers will be treated with confidentiality;
- We will compete for work vigorously, but honestly;
- We will only enhance our reputation by delivering service excellence, and whilst we will make fair comparison between our strengths and our competitors' weaknesses, we will not engage in defamation;
- Relationships with suppliers will be developed based on mutual trust, and we will ensure that suppliers are paid according to agreed terms of trade.

International activity

- Our activities will comply with all applicable local and international laws and regulations;
- We will respect the traditions and cultures of each country where we operate;
- We support fundamental human rights and will ensure that our operations do not breach international standards or conventions;
- We will not make payments to political parties, organizations or their representatives;
- We will never accept or give a bribe, kickback or other improper payment for any reason;
- Gifts or hospitality that the Desta provides will never be offered to influence imminent business decision making process or cause others to perceive an influence;
- Where business practices differ in countries in which we operate, we will favor consistent procedures among our companies and business partners aimed at achieving a high common standard;

Business operations

- We will provide timely, accurate, consistent, complete and fair disclosure of information to enable investors to make informed and orderly decisions;
- All business transactions will be recorded accurately and fairly in the company accounts;

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- We are committed to respecting the privacy of any personal information that we possess;

Personal conduct

- Our employees will avoid conflicts of interest between private activities and the company’s code of conduct
- Our staff will only accept reasonable small tokens and hospitality, provided they do not place the recipient under any obligation, are not capable of being misconstrued and can be reciprocated at the same level;
- Our employees recognize that all business communications they make reflects on the image of the Desta P.L.C. and will therefore be professional at all times;
- At all times our employees will secure and protect Group assets in order to preserve their value;
- Our employees will protect and ensure that Desta’s information is treated with confidentiality.

Responsibility and application

The managing directorate is accountable for ensuring that this policy is implemented
Management of the company are responsible for ensuring the success of the policy through the provision and availability of the necessary resources

All company employees and subcontractors have an individual responsibility to ensure that they and their colleagues co-operate with the company to achieve its quality objectives

Endorsed by

_____ Signature _____
Factory manager

_____ Signature _____
Managing Director

Date _____
Revised on 2022

The policy will be reviewed yearly by the Sustainability Manager.