

DMS technologies

Ethical Conduct of Business

- Policy

DMS is committed to the highest standards of ethical conduct. We endeavour to comply with all applicable legal and regulatory requirements governing business relationships including relevant export and import control regulations. DMS expects that not only its own staff but also its suppliers, distributors, agents and advisors comply with such laws.

- Political Donations

DMS will not give donations or support of any form to any political party in the U.K. or elsewhere.

- Prohibition of Bribery and Corruption

DMS will not offer or accept bribes or other unethical inducements in order to obtain, retain or give business (or other advantage) and we take reasonable steps to ensure that our staff and other connected parties follow this guidance.

- Gifts and Hospitality

The company and its employees will not offer or accept gifts of any significant value from customers, suppliers or other third parties. In the normal course of business, DMS staff may provide reasonable hospitality to customers and suppliers where this is considered appropriate.

- Fair Competition

DMS will compete fairly in its market sector and will not engage in or be a party to any agreement or conduct that is anti-competitive or may be construed as participation in trade cartels.

- Integrity in Business Behaviour

DMS staff will act with integrity at all times. Staff who have access to privileged information must not use it to achieve personal gain for themselves and no employee shall engage in personal or business activities which might give rise to conflicts of interest with the company or which might compromise their ability to do their job.

- Customer, Supplier and Sub-Contractor Relationships

DMS believes in working in partnership with its suppliers and sub-contractors to meet its customers' expectations and ensure quality, value and timeliness of delivery. Payment to suppliers and sub-contractors will be made promptly within the agreed terms of business. Likewise, we expect our customers to pay us to agreed terms.

- Staff Relations

DMS appoints staff on the basis of their qualifications, skills, aptitude and attitude and treats all its employees with respect and dignity. Harassment or bullying by or of staff is unacceptable. DMS complies with all relevant anti-discrimination legislation and regulations.

- Health and Safety

DMS has H&S policies and procedures which are monitored for outcomes. We are committed to conducting all our activities in a manner which achieves the highest practicable standards.

- Reporting and Internal Controls

DMS records all business transactions accurately and transparently in compliance with HMRC requirements and relevant accounting standards. Auditing is performed by qualified third parties to ensure the veracity of these records. DMS retains and reviews all records of expenses and benefits.

Other monitoring commensurate with DMS business activities and practices may be performed to confirm compliance with this document.

- Compliance

The requirement to act ethically is an implied term of employment at DMS.

Breach of this requirement by employees may result in disciplinary action being taken against them. Where third parties are found to be in breach of this requirement, business with them may be terminated forthwith.

DMS expects staff to inform the company of suspected unethical conduct. Any member of staff making such information known will not face any adverse or unfavourable treatment for such disclosure.

Malcolm Winter
Managing Director