



dataplex
EXCELLENCE IN ICT

Code of ethics



Approved by the Company's Board of Directors on 01/12/2022

Contents

Message from the Board of Directors and the Management.....	3
Introduction.....	4
Aim.....	6
Values.....	7
Business ethics.....	7
Justice and Respect.....	7
Safety and Health.....	7
Environmental Responsibility	8
Compliance with Laws and Regulations.....	8
Non-Compliance.....	9
Code Review and Publishing	9
Communication channel.....	9

Message from the Board of Directors and the Management

Dear colleagues, partners and stakeholders,

Dataplex has been active since 1982 in the design, implementation and support of critical network infrastructures having adopted a culture and a system of values that permeates the entire range of our activities. The values and beliefs that represent our company are timeless and have been integrated into our corporate culture.


This Code of Ethics and Conduct is a reflection of the fundamental principles and values that guide all processes and relationships with partners, suppliers and stakeholders. The working environment and the procedures followed by our company's employees are in line with this Code and there are systematic efforts to continuously improve each procedure in order to strengthen transparency, mutual trust, cooperation, recognition and continuous progress in an environment of equal value management of all people.


At the same time, at Dataplex we make sure that people can work in an environment where their needs are understood, their skills are promoted and they are treated with dignity in every attempt at development and professional advancement. Our company undertakes through this code but also through the procedures it follows throughout the years of its activity, to operate based on transparency, integrity, equal opportunities, creativity, the spirit of cooperation and camaraderie, the protection environment, society and stakeholders.

Adherence to this Code acts as a lever to reinforce what Dataplex has already adopted since its inception. All employees, suppliers and interested parties should read, understand and apply this Code when working with our company.


The President and CEO of the Board of Directors

Vassilis Venios

 14 Amarousiou Av., Neo Iraklio, 14122, Attica.

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Introduction

The Code of Ethics and Conduct (hereinafter "the Code") has been officially adopted by the Anonymous Company DATAPLEX - ELECTRONIC COMPUTER AND TELECOMMUNICATION SYSTEMS S.A. (hereinafter Dataplex) on December 1, 2022, with the decision of its Board of Directors.


The course of the company proves every day the importance of maintaining the value system and work culture that works favorably for employees, suppliers and stakeholders. The purpose of this Code is to direct and define the practices and actions of employees, partners, suppliers and other interested parties based on the company's values.


The Code develops the fundamental principles, values and rules that govern all of Dataplex 's business activities and consequently shape the framework of daily practices and behaviors. This Code is applied by the company's employees while partners and suppliers are informed about the content and procedures that should be followed in conjunction with this Code. Employees and associates must comply with internal control procedures in the event of violations of the rules and encourage stakeholders to comply with the Code.


Overall, the code of conduct reflects our commitment to conduct business with integrity and in compliance with all applicable laws and regulations. It is an essential tool in helping our company maintain a culture of ethical behavior and responsibility.


Scope and stakeholders

This Code of Ethics & Conduct is addressed to persons who have a working relationship, act as representatives or collaborate with Dataplex SA. Specifically, the above groups include the members of the Board of Directors, the Senior Managers, the employees (regardless of the form or way of cooperation), the management consultants and any person who cooperates with the company. It is also noted that despite the fact that the Code mainly concerns employees, all persons who may be called upon to perform a project or provide services to the company are expected to comply with its content.

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Aim, values and behaviors

Aim

Dataplex SA aim is to offer business networks of the highest quality and security, implementing customized and customer-centric solutions that promote cost efficiency and business sustainability.

Throughout our years of operation, we remain committed to delivering technological excellence and innovation for our customers and employees. We offer integrated solutions based on the evolution of technology with the ultimate goal of improving the processes followed by our customers in the performance of their daily tasks with safety and strict quality criteria.

We invest in the human resources teams of the business, as we recognize that they are the most important capital. Development, participatory decision-making and transparency are the key drivers to achieve our purpose by caring for customers, employees and all stakeholders.

We care about environmental protection, sustainable development, effective governance and social progress through every process we adopt to ensure the sustainable development of the business and its associated parties.

Values

Business ethics

We demand honesty and integrity in all areas of our business. We expect employees to act with integrity, comply with laws and regulations, and avoid conflicts of interest.

We also expect employees to maintain the confidentiality of confidential and proprietary information. At the same time, we take care of the protection of personal data, through organizational and technical procedures that ensure protection against threats arising from the leakage of personal data.

Justice and Respect


We believe in treating everyone with fairness and respect. We do not tolerate discrimination or harassment of any kind. In the context of promoting fairness and respect in our company, there is a procedure for confidential reporting of incidents of harassment in the workplace of which all employees are aware.


We also promote a culture of inclusion, where all employees are valued for their unique perspectives and contributions. We select our human resources based on the individual's knowledge, experience and contribution to the team and exclude any discrimination in the recruitment and promotion of human resources.


Safety and Health


We are committed to providing a safe and healthy working environment for our employees through compliance with applicable workplace health and safety standards. We expect employees to comply with all safety and health policies and procedures, report any safety or health concerns, and take responsibility for their own safety and the safety of others.

There are specific practices followed regarding crisis management in the business, defined by a specialist security technician who takes care of workplace safety. The employees are informed about these procedures and can in any case ask the possible questions and concerns to the relevant teams or the security technician.

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Environmental Responsibility

We are committed to minimizing our environmental impact and promoting sustainable practices. We expect employees to comply with all environmental policies and procedures, reduce waste and conserve energy and natural resources.

Compliance with Laws and Regulations

We require compliance with all applicable laws and regulations. We expect employees to understand and comply with laws and regulations relevant to their roles and responsibilities.

Non-Compliance

Violations of this code of conduct may result in disciplinary action, up to and including termination of employment. We encourage employees to report any suspected violations of this code of conduct, and we will investigate all reports promptly and thoroughly.

Code Review and Publishing

The Code of Conduct and Ethics is reviewed and updated whenever deemed necessary and at least every two years, subject to approval by the Board of Directors of Dataplex SA. The internal audit teams, in collaboration with the Human Resources Management Department, undertake the preparation and updating of this Code, which is published on the company's official website.

Communication channel

For matters related to the company's Code of Conduct and Ethics, the main communication channel is HR@dataplex.gr.

