

CODE OF ETHICS DIANOVA INTERNATIONAL

PREAMBLE

The Code of Ethics provides a set of principles to govern the internal and external relations with stakeholders of the Dianova International Organization. This Code shall be interpreted together with the other normative instruments of DIANOVA's policies, and the applicable laws and/or regulations.

SCOPE OF APPLICATION

The Dianova network is composed of regular, affiliate, and associate members whose commitment is based on similar principles and values. This code is applicable for everyone who collaborates with the Dianova International Organization, through employment, a contract for provision of services and/or in accordance with the mandate of its corporate bodies.

PRINCIPLES

- **RELATIONS WITH STAKEHOLDERS** | The quality of service and relations with stakeholders should be a key focus for DIANOVA professionals. When dealing with clients/stakeholders, DIANOVA professionals should treat everyone equally, with respect, courtesy and professionalism;
- **TRANSPARENCY AND HONESTY** | In the workplace, DIANOVA professionals should adhere to the highest standards of transparency and personal honesty, fulfilling all the legal requirements and regulations relevant to their activities;
- **PROFESSIONAL IMPROVEMENT AND MERIT** | DIANOVA professionals shall always dedicate their best efforts to the tasks assigned to them, seeking to continuously develop and refresh their knowledge and abilities, in order to enhance their professional skills and the roles they perform;
- **CONFIDENTIALITY** | DIANOVA professionals should maintain strict confidentiality regarding external parties, with precaution and discretion regarding the facts and information learned in or owing to the performance of their duties, including all information relating to clients and suppliers, to avoid disclosing facts and information that may harm DIANOVA in any way;
- **EQUAL OPPORTUNITIES** | DIANOVA professionals should provide all services with no discrimination on the grounds of race, nationality, religion, political views, social background, sexual orientation, age, disability, legal precedent or financial situation;

- **MEDIA RELATIONS** | In all communication and marketing activities, DIANOVA professionals should comply with the principles of truth and objectivity; and they should make a responsible use of use social media to ensure that it does not negatively impact performance at work or implicate DIANOVA.

SUBSIDIARITY

Complying with this Code of Ethics does not preclude the simultaneous application of specific rules of other professional groups.