

Fraud Policy DATOS B.V.

Purpose

The purpose of this document is to specify DATOS' policy and the arrangements it has made to prevent any form of fraud during the conduct of its activities.

Scope

This policy applies to all employees of DATOS B.V.

Policy

Dutch law regarding the corruption of public officials anywhere in the world has extraterritorial effect. It therefore applies to DATOS, its employees and associates who may, neither directly nor indirectly offer, promise, give, demand or accept bribes or other undue advantage to obtain or retain any improper advantage to or from anyone for any reason.

DATOS, its employees and associates may not make use of third parties to use subcontracts, purchase orders or consulting agreements as a means of paying bribes to public officials, relations or their relatives.

Gifts are often part of doing business. DATOS, its employees and associates should decline any gifts whose acceptance could raise suspicion of improper influence or conduct. DATOS, its employees and associates may not give or receive gifts that exceed customary courtesies common under accepted ethical practice. Gifts or entertainment in exchange for favours or undue consideration must always be rejected.

The management of DATOS should be consulted if concerns arise regarding integrity and corruption.