

How Dialight does business

Our standards

We act professionally, honestly, morally, ethically, with integrity and lawfully in all our dealings within Dialight and with our business partners, customers and shareholders. We also expect our business partners to uphold the same commitment and principles.

Complying with the law

We comply with all applicable laws and regulations, as a minimum, wherever we operate. Where codes of best practice operate we strive to comply wherever possible.

Customers

We are committed to open and honest relationships with our customers.

Our products

We are committed to providing state of the art, market leading goods to our customers. Continuous improvement and re-design of existing products is fundamental to us.

Working environment

We do not tolerate any form of illegal or immoral activity and believe that everyone is entitled to work in an environment which is equal, fair, respects human values and is free from all forms of discrimination, bullying, victimization, harassment and forced labour. We employ on merit based on skills, ability and performance.

We are committed to ensuring our working environment is safe and secure. We have best practice policies in place which ensure we comply with relevant workplace legislation.

We encourage everyone at Dialight to report any suspected wrongdoing as soon as possible.

Handling Data

We handle data and personal data in accordance with applicable laws and regulations.

Company Assets

Wherever possible we protect our intellectual property rights and confidential information and pursue any breaches.

Conflicts of interest

Everyone at Dialight is expected to avoid any form of conflict which could either affect their responsibilities to Dialight or amount to a gain. This extends to family and relatives.

Competition and Anti-trust

Dialight is fully committed to free market competition and compliance with anti-trust and competition laws in jurisdictions in which we operate.

Tax evasion

We take a zero tolerance approach to tax evasion and the facilitation of tax evasion and we are committed to implementing and enforcing effective systems to counter tax evasion facilitation.

Sanctions and embargoes

We maintain systems in place to ensure we do not carry on business with any entity or individual subject to financial, trade or economic sanctions and embargoes as advised by the relevant governmental authorities of the United States and the United Kingdom.

Anti-slavery and human trafficking

We are committed to preventing acts of modern slavery and human trafficking from occurring within both our business and our supply chain, and we impose these same high standards on our suppliers.

Bribery and anti-corruption

We take an international zero-tolerance approach to bribery and corruption, and implement and maintain effective systems to counter it.

Hospitality and gifts

We do not offer or accept any gift or hospitality that makes the other person feel (or appear to feel) obliged to act in a certain way. Hospitality and entertainment is only offered or accepted in the normal course of business provided it is reasonable and modest and does not influence or appears to influence anyone's actions.

Charitable and political donations

We do not offer any form of financial support to any political party or organisation. We do not make contributions to political parties and only make charitable donations that are legal and ethical under local laws and practices.

Working for our shareholders

Dialight values and recognises the importance of its relationships with its many shareholders. We are managed in a professional and diligent manner in order to maximise the long term value for our investors. We ensure that there are robust processes in place that will identify, assess and manage risk and, as far as possible, safeguard group assets against loss or fraudulent use and that, where appropriate, risks are properly insured.

We are committed to communicating to the market in a clear and timely manner and in accordance with the rules of the UK Listing Authority. We comply with all applicable laws and regulations with regard to corporate governance and make available to shareholders all relevant information concerning our governance.

Environment

Dialight products provide energy efficient illumination and we are conscious of the impact we have on the environment. We not only comply with local environmental laws, but also ensure that the environment is a consideration in major operational decisions. We report annually on our greenhouse gas emissions and actively look to reduce these and other environmental effects year on year. We also strive to work alongside local communities' culture and social and economic needs in the operation of our business.