

Supplier Code of Conduct

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1.0 Introduction

Dig Insights is committed to treating all individuals who interact with our organization with respect and dignity, ensuring healthy and safe working conditions, and conducting environmentally responsible and ethical operations. Dig Insights expects these same commitments from its suppliers, vendors, staffing partners, contractors, subcontractors, and sub-tier suppliers (“Suppliers”).

This Supplier Code of Conduct (“Code”) establishes expectations for how companies with whom we do business should conduct their operations. These expectations are derived from and respect internationally recognized standards and frameworks, including the UN Guiding Principles on Business and Human Rights. This Code applies to all Suppliers of goods and services to Dig Insights. By adopting this Code, Dig Insights aims to minimize legal, financial, health and safety, reputational, privacy, security, and ethical risks, while promoting sustainable development.

Suppliers shall implement and monitor programs designed to achieve conformance with the Code, even when the Code exceeds the requirements of applicable law. Suppliers are encouraged to go beyond legal compliance, drawing upon internationally recognized standards as indicated in each subsection of this Code, to advance the objectives of social and environmental responsibility. When the country’s laws and international standards address the same issues, we expect that the highest standards will be applied. Suppliers will also require their suppliers, vendors, and contractors to comply with the Code in their operations and across their supply chains.

Although we strive to collaborate with Suppliers to enhance working conditions, we reserve the right to suspend or terminate our relationship with any Supplier that fails to fulfill its responsibilities under the Code.

2.0 Legal and Regulatory Compliance

In all their activities, suppliers must conduct business in full compliance with the laws, rules, and regulations of the countries in which they operate, as well as with the laws, rules, and regulations of any other jurisdiction that applies to them.

Suppliers shall identify and document all applicable legal and regulatory requirements for their business operations. In each of the following sections, Suppliers are reminded of these obligations as they apply to the supplier relationship with Dig Insights to minimize the risks and comply with the requirements of Dig Insights’ clients and business operations.

Additionally, Suppliers are required to consider and comply with the following:

- i) Suppliers shall conduct business in full compliance with antitrust and fair competition laws that govern the jurisdictions in which they conduct business.
- ii) Suppliers are expected to conduct themselves with high ethical standards and comply with applicable Anti-Corruption and anti-money laundering laws.
- iii) When creating any deliverable, Suppliers shall comply with all legal and Dig Insights-provided accessibility requirements and standards for creating accessible products, websites, web-based applications, cloud services, software, mobile applications, content, or services. For purchases with a User Interface (UI), this includes conformance to Level A and AA Success Criteria of the

latest published version of the Web Content Accessibility Guidelines (“WCAG”), available at https://www.w3.org/standards/techs/wcag#w3c_all.

3.0 Fair Labour Practices and Human Rights

Dig Insights expects its Suppliers to share its commitment to uphold the human rights¹ of workers, treat them with dignity and respect, and provide a workplace free from harassment, discrimination, and retaliation. Suppliers are also expected to comply with the internationally accepted standards defined in the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, other ILO conventions², and regional or national legislation governing working conditions.

This applies to all workers, including temporary, migrant, student, contract, and direct employees. Therefore, Suppliers must manage their workforce to achieve the following results.

3.1 Freely Chosen Employment³ and Combating Modern Slavery

Supplier will not use or permit any form of forced, bonded (including debt bondage) or indentured labour, involuntary or exploitative prison labour, slavery or trafficking of persons. This includes transporting, harbouring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services.

All work, including overtime, shall be voluntary, and workers shall be free to leave work at any time or to terminate their employment at any time without financial reprisal or penalty if reasonable notice is given, which should be stated in the worker’s contract.

There shall be no unreasonable restrictions on workers’ freedom of movement within the facility, nor shall there be any unreasonable restrictions on entering or exiting company-provided facilities.

Suppliers will not hold workers’ identity, immigration, or work permit documents longer than necessary for administrative processing. Employers and agents shall also not destroy, conceal, confiscate, or deny access to workers’ identity or immigration documents, such as government-issued identification, passports, or work permits.

Suppliers will keep up-to-date records of all workers, including migrant workers. Worker records must include the basic contract terms, employment start and end dates, and the worker's age. Workers shall not be required to pay recruitment fees or other related fees to employers or their agents for employment.

As part of the hiring process, workers must be provided with a written employment agreement describing the worker’s terms of employment, including the nature of the work, wages, and working hours, in a language the worker can understand. Suppliers are expected to provide foreign migrant workers with a written agreement before workers leave their country of origin. No substitution or change is permitted to the agreement upon arrival in the receiving country unless these changes are made to comply with local law and provide equal or better terms for the worker.

¹ Universal Declaration of Human Rights – UN General Assembly resolution 217 A (III) of 10 December 1948

² See the References section for the list of ILO codes and standards referenced here

³ In accordance with ILO conventions 29 and 105 (Forced Labour)

3.2 Young Workers⁴ and Student Interns

Suppliers will not use child labour. The term “child” refers to any person under the age of 15, or under the age of completing compulsory education, or under the minimum age for employment in the country, whichever has the highest age requirement. Suppliers will implement an appropriate mechanism to verify the age of workers. If child labour is identified, remediation is required.

Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

Suppliers may utilize legitimate, properly managed apprenticeship programs, such as student internships in related fields of study, provided that they maintain accurate student records, conduct rigorous due diligence of educational partners, and protect students’ rights in accordance with applicable laws and regulations. In the absence of local law, Suppliers will pay student workers, interns, and apprentices at least the same wage rates as other entry-level workers performing similar tasks. Suppliers shall protect students’ rights by providing appropriate and reasonable accommodations.

3.3 Wages and Benefits

Suppliers will pay legally mandated wages and benefits on time, in compliance with local laws and regulations, including those related to minimum wages, overtime hours, and legally mandated benefits to ensure an adequate standard of living. Where no wage law exists, it is expected that workers be paid at least the minimum local industry standard.

Exceptions can be made, subject to local laws, where (i) the worker is covered by a collective bargaining agreement, which permits this, or (ii) the worker is a professional employee.

Suppliers will ensure equal payment to all workers for work of equal or comparable value. Deductions from wages will not be used as a disciplinary measure.

For each pay period, Suppliers will provide workers with timely and understandable wage statements, such as pay stubs or equivalent documentation, that include sufficient information to verify accurate compensation for the work performed.

All use of temporary, dispatch and outsourced labour shall be within the limits of the local law.

3.4 Working Hours

Working hours shall not exceed the maximum set by local law. Where there are no applicable laws in the jurisdiction in which they operate, a workweek shall not exceed 60 hours per week, including overtime, except in emergency or unusual situations. Suppliers will provide workers with legally required breaks or reasonable breaks as specified by law. Workers shall be allowed at least one day off every seven days.

Exceptions can be made, subject to local laws, where (i) the worker is covered by a collective bargaining agreement, which permits this, (ii) the worker is a professional employee, or (iii) the work is performed in response to an emergency or unusual situation, which could not be predicted.

⁴ In accordance with ILO Convention 138 & Recommendation 146 (Minimum Age)

3.5 Fair Treatment and Non-Discrimination⁵

Suppliers will provide their personnel with a workplace free from and will not permit any form of inhumane treatment or the threat of any such treatment, including violence, harassment, abuse, corporal punishment, mental or physical coercion, bullying, or public shaming. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

Suppliers will provide equal opportunities in the workplace and reasonable accommodations for disabilities, religious beliefs, and pregnancy-related conditions. As such, Suppliers will not discriminate in screening, hiring, or employment practices, including wages, promotions, rewards, and access to training based on race, color, age, sex, gender, gender identity or expression, immigration status, sexual orientation, marital status, ethnicity, national origin, caste, disability, genetic information, medical condition, pregnancy, religion, political affiliation, union membership, covered veteran status, body art, criminal history, or any other legally-protected status. Further, Suppliers will not subject workers or potential workers to unlawful medical tests, including pregnancy tests, or physical exams that could be used in a discriminatory manner.

3.6 Freedom of Association and Collective Bargaining⁶

Workers will be permitted to associate freely, bargain collectively, and form and join a labour union of their choice, subject to applicable local laws and regulations. Where local laws restrict the freedom of association and collective bargaining, workers will be permitted to elect and join alternate lawful forms of worker representation.

3.7 Security Forces

Suppliers will not use private or public security forces that engage in practices that limit the freedom of association or that result in torture, inhumane or degrading treatment, or bodily harm that is not a lawful use of force under local law.

4.0 Ethics

Suppliers for Dig Insights shall be open, honest, and transparent in all discussions and conduct business interactions and activities with integrity and trust. Suppliers are expected to uphold the highest standards of ethics. In doing so, Suppliers should strive to establish clear policies, processes, training, and tone at the top that are aimed at creating a culture of ethical business practices.

Suppliers will integrate the following requirements to promote integrity in their business operations.

4.1 Business Integrity

Suppliers will avoid even the appearance of conflicts of interest in their work with Dig Insights. Suppliers will immediately disclose any known financial, family, or other close personal relationships with Dig Insights personnel who the Supplier is aware have a role in the selection, management, or work with the Supplier's engagements at Dig Insights.

Suppliers are expected not to offer gifts, favours, gratuities, hospitality, or any other kind of personal benefit to Dig Insights personnel, either directly or indirectly, as a result of the business relationship. If

⁵ In accordance with ILO conventions 100 and 111 and recommendations 90 and 111 (Equal remuneration and Discrimination)

⁶ In accordance with ILO conventions 87 and 98 (Freedom of Association and Right to Organization and Collective Bargaining)

Suppliers extend any business courtesies to Dig Insights personnel, they will do so infrequently, and the courtesies must be of modest value. Suppliers will also accurately reflect their business dealings in their books and records.

Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion, and embezzlement. Suppliers will not make illegal payments, directly or indirectly, or make campaign or political contributions in connection with their work for Dig Insights or on Dig Insights' behalf.

Suppliers and their personnel shall not promise, offer, authorize, provide, or accept bribes, kickbacks, or other unlawful incentives to/from their business partners, governmental employees or officials. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, to obtain or retain business, direct business to any person, to influence governmental employees or officials, or otherwise gain an improper advantage.

Suppliers will also implement and maintain monitoring, record-keeping, and enforcement procedures to ensure compliance with anti-corruption, fair business, advertising, and competition laws.

4.2 Protection of Identity and Non-Retaliation

Programs that ensure confidentiality, anonymity, and protection of supplier and employee whistleblowers must be maintained. Suppliers should communicate a straightforward process for their personnel to raise concerns without fear of retaliation.

4.3 Information Requests, Disclosure, and Documentation

Suppliers will cooperate with any information requests or audits Dig Insights may initiate to confirm the Suppliers' compliance with the Code. In the event of a request, Suppliers will accurately disclose requested information promptly and in accordance with applicable regulations and prevailing industry practices. Information requests or audits may be initiated on:

- The topics covered in the Code.
- Privacy and security breaches.
- Supplier business activities, structure, financial situations, and performance.

Suppliers will create and maintain documents and records in compliance with applicable laws, regulatory requirements, and the Code. Suppliers will also ensure that appropriate confidentiality is maintained to protect privacy.

Falsification of records, refusal to disclose, or misrepresentation of conditions or practices in the supply chain is unacceptable. Any of these failures may result in the termination of the Supplier's business relationship with Dig Insights.

5.0 Health and Safety

Dig Insights expects Suppliers to provide healthy and safe working conditions for their workers. Suppliers should strive to protect workers from hazards and embed health and safety practices throughout their operations.

Suppliers are expected to comply with the international, regional, and national health and safety standards applicable to the Supplier's business activities. Suppliers are encouraged to align with the recommendations and requirements outlined in ISO 45001:2018, Occupational Health and Safety

Management Systems. Suppliers are expected to comply with applicable legislation and regulations promptly, prioritizing the health and safety of all workers.

Suppliers will integrate the following requirements into their business practices.

5.1 Occupational Health and Safety

Suppliers will identify, evaluate, and mitigate any exposure to health and safety hazards for personnel and any person present on or near the workplace, including chemical, biological, physical, and ergonomic stressors, electrical and other energy sources, fire hazards, vehicle hazards, fall hazards, and physically demanding work. Mitigation measures may include eliminating the hazard, substituting processes or materials, managing risk through proper design, implementing engineering and administrative controls, conducting preventative maintenance and safe work procedures, and providing ongoing health and safety guidance and training.

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards to which the worker is exposed. Health and safety-related information shall be clearly posted in the facility or placed in a location that is identifiable and accessible to workers. Training should be provided to all workers at the beginning of work and regularly thereafter. The Supplier shall systematically evaluate its health and safety performance through appropriate audits and report its progress.

Suppliers will also extend these considerations to remote workers, where reasonable and applicable. Remote workers should receive training and support on topics such as ergonomics and self-protection measures, enabling them to safeguard their health and well-being in both home and remote workspaces.

Where these means cannot adequately mitigate hazards, Suppliers will provide workers with appropriate personal protective equipment free of charge, training on when and how to use the equipment correctly, and information about any potential risks to them as a result of these hazards. Suppliers will identify working conditions that pose a risk to pregnant or nursing women and take reasonable steps to remove or mitigate these risks, inform them of any potential hazards, and provide reasonable accommodations.

5.2 Occupational Injury and Illness

Suppliers will implement procedures to prevent, manage, track, document, and report occupational injury and illness, including encouraging worker reporting without the threat of discipline or retaliation. Cases of injury and illness should be classified, recorded, and investigated. Medical treatment should be provided, and corrective actions should be implemented to eliminate the causes of harm and facilitate the return of workers to the workplace. Suppliers should track hours and days away from work due to work-related injuries and/or illnesses.

5.3 Occupational Hygiene

Suppliers shall ensure that all products supplied to Dig Insights or used on its premises comply with all applicable workplace hazardous material information standards (i.e., WHMIS in Canada). Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls. Potential hazards are to be eliminated or controlled through proper design, engineering and administrative controls. When hazards cannot be adequately controlled

by such means, workers are to be provided with and use appropriate, well-maintained personal protective equipment. Protective programs shall include educational materials about the risks associated with these hazards. Material Safety Data Sheets or their equivalent must be available in the appropriate languages for all controlled products supplied to Dig Insights or used on premises. (i.e., MSDS must be available in English and French in Canada.)

5.4 Emergency Preparedness

Suppliers will identify and prepare for potential emergencies. Suppliers will implement emergency plans when necessary, provide contact information for emergency responders, and provide guidance to workers on emergency response procedures, including emergency reporting, worker notification and evacuation, drills, fire detection and suppression equipment, exit facilities, and recovery plans. Emergency drills will be conducted at least annually or as required by local law, whichever is more stringent.

5.5 Machine Safeguarding

Suppliers will regularly evaluate machinery for safety hazards and provide properly maintained machinery controls, such as physical guards, interlocks, stop devices, and barriers.

5.6 Sanitation, Food, and Housing

When applicable, Suppliers will provide workers with ready access to clean toilet facilities, potable water, sanitary food preparation, storage, and eating facilities. Where Suppliers provide workers with dormitories or housing, those facilities will be clean and safe, with adequate personal space, reasonable entry and exit privileges, emergency egresses, appropriate heat and ventilation, sufficient lighting, individually secured accommodations for storing personal and valuable items, and hot water for bathing and showering.

5.7 Health and Safety Documentation

Suppliers will maintain adequate records of required training, risk assessments, hazard analysis, safety data sheets, and notifications or violations as required by applicable health and safety regulations and industry best practices. Suppliers will also maintain documentation of their health and safety management systems and/or programs for injury and illness prevention, as well as emergency action plans, as appropriate, based on their activities. Suppliers will maintain records documenting work-related incidents and injuries, including the total number of work-related illnesses and injuries, injury rates, and the number of days away from work related to work-related injuries and/or illnesses. This information must be provided to Dig Insights upon request.

6.0 Environmental Protection

Dig Insights encourages Suppliers to consider how their business operations potentially impact the environment. These considerations should include identifying what responsibilities exist for the Supplier and their subcontractors concerning any applicable statutes, regulations, guidelines, codes, and other environmental legislation in their jurisdiction.

Suppliers should consider implementing an effective environmental policy, statement, or program to mitigate environmental risks, with its implementation evident throughout all levels of the company.

Suppliers should have processes in place to ensure that their operations conform to all applicable environmental legislation. All required environmental permits, approvals, and registrations must be obtained, maintained, and complied with in accordance with the conditions and requirements defined therein.

7.0 Protecting Information

Suppliers shall respect intellectual property rights, protect confidential information, comply with security standards, policies, and controls, and comply with privacy rules and regulations. Without limitation, Suppliers shall meet the following requirements.

7.1 Intellectual Property

Suppliers will respect intellectual property rights and will conduct technology and know-how transfers in a manner that protects those rights, safeguards customer and supplier information, and complies with applicable laws. Suppliers shall make only appropriate use of confidential information and ensure that all employees' and business partners' privacy, intellectual property and other proprietary rights are protected.

7.2 Privacy & Information Security

Where Suppliers handle sensitive information, the Supplier must strictly comply with all applicable privacy laws in the jurisdiction in which they operate, as well as the contractual obligations outlined in the Agreement. Suppliers will protect the privacy of personal information of everyone with whom they do business, including suppliers, customers, consumers, research participants, and workers.

Suppliers will comply with applicable privacy and information security laws and regulations when collecting, storing, processing, transmitting, and sharing personal information. Further, Suppliers will not act arbitrarily to interfere with a worker's right to privacy.

Dig Insights reserves the right to assess and monitor the Suppliers' practices regarding information security protection. Supplier must notify Dig Insights immediately of all actual or suspected privacy breaches, information security incidents, or loss of Dig Insights' data. Further, the supplier must assist Dig Insights in managing the consequences of such events.

7.3 Market, Opinion, and Social Research and Data Analytics

Suppliers who perform market, opinion, and social research and data analytics on behalf of or in collaboration with Dig Insights should have policies and procedures in place to ensure that their operations conform to the requirements of the [ICC/ESOMAR International Code on Market, Opinion, and Social Research and Data Analytics](#) and, if applicable, the [ISO 20252 standard on Market, Opinion, and Social Research, Including Insights and Data Analytics](#).

7.4 Ethical Use of Artificial Intelligence (AI)

Suppliers must adhere to the principles of responsible development and use of AI systems, including the requirements of applicable international standards and regulations. They must comply with applicable laws and regulations governing the use of AI systems in the jurisdictions in which they operate and have in place adequate controls to ensure compliance by their suppliers.

The following principles must be followed by Suppliers using AI:

- Implementation of human oversight and monitoring
- Implementation of adequate security safeguards
- Transparency in AI systems usage and operations
- Fairness and equity controls, safeguards, and processes
- Safety in AI use and potential misuse
- Accountability in the use of AI and its outputs
- Processes to support and confirm the validity and robustness of AI outputs
- User education and training on proper AI use

8.0 Business Practices

Suppliers are encouraged to establish internal programs, policies, and processes that support the requirements of this Code and align with their business operations, obligations, and responsibilities. The following sections contain a mixture of requirements and encouragements that Dig Insights recommends for all suppliers to invoke and develop in support of this Code.

8.1 Background Checks

Supplier shall implement industry standard measures, including criminal background checks, to ensure that no individual with an offence or alleged offence involving conduct that is inconsistent with their responsibilities, or is otherwise unacceptable given their role concerning the work to be performed for Dig Insights, will be allowed to perform such work.

8.2 Management System

Suppliers will take all reasonable measures to monitor and ensure compliance with this Code and promptly correct any non-compliance. To meet these expectations, suppliers will establish a management system designed to preserve and support their operations, aligning with the principles of this Code. Dig Insights encourages that this system adhere to international standards, such as ISO 9001, ISO 14001, ISO 20252, ISO 27001, and ISO 45001.

The management system should be designed to ensure the following elements:

- 1) Compliance with applicable laws, regulations, and customer requirements related to the supplier's operations and products.
- 2) Conformance with this Code.
- 3) Identification and mitigation of operational risks related to this Code.
- 4) Identification and planning to support the continuous improvement of the management system and the business operations.

The management system will contain:

- 1) Executive-level, public commitment and accountability to respect human rights, corporate social responsibilities, and the environment.
- 2) Processes to identify, monitor, and comply with all applicable laws, regulations, standards, and requirements.
- 3) Risk assessment and risk management processes, including a human rights and environmental due diligence process that identifies, prevents, prioritizes, and addresses the risks covered in the Code.

- 4) Ongoing self-assessments, monitoring, and written improvement objectives and plans.
- 5) Training for workers and suppliers, to implement the Supplier's policies and to comply with the Code and all applicable legal requirements.
- 6) Process to communicate information to workers, suppliers, and customers about the Code, share suppliers' policies, practices, expectations, and performance, and monitor compliance with the Code.
- 7) Processes that give workers and other stakeholders a means to provide feedback on management, practices, and conditions covered in the Code.
- 8) Mechanism that provides workers with a means to report grievances anonymously (unless prohibited by law), prohibits retaliation for reporting grievances or participating in an investigation into grievances, protects the confidentiality and anonymity of workers who raise good-faith concerns, establishes a reporting process for grievances that is publicized and clearly communicated to workers, and ensures Supplier will continuously monitor these reporting processes, record issues raised, investigate as appropriate, and take appropriate action.
- 9) Process for timely remediation of any non-conformance identified by internal or external assessments, inspections, investigations, reviews, and reports.

8.3 Community Engagement

Suppliers are encouraged to engage with and invest in the communities in which they live, work, and serve, promoting social and economic development.

8.4 Supplier Diversity

Suppliers are encouraged to promote, identify, and integrate diversity among their suppliers, as well as among their workforce.

9.0 References

Dig Insights developed these requirements for our Suppliers based on our values and commitment to the following standards and frameworks:

International Standards

- [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#)
- [International Labour Organization's Core Conventions \(No. 29, 87, 98, 100, 105, 111, 138, 182\) and Labour Standards](#)
- [International Labour Organization's International Labour Standards Guidelines on Occupational Safety and Health Management Systems \(ILO-OSH 2001\)](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [United Nations Convention Against Corruption](#)
- [United Nations Convention on the Rights of the Child Article 32](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [OECD Due Diligence Guidance for Responsible Business Conduct](#)
- [United Nations Global Compact Principles](#)
- [International Bill of Human Rights](#), including the [Universal Declaration of Human Rights](#) and the main instruments through which it has been codified: the [International Covenant on Civil and Political Rights](#), and the [International Covenant on Economic, Social and Cultural Rights](#).

International Best Practices and Voluntary Standards

- [Eco-Management and Audit Scheme \(EMA\) \[European Commission\]](#)
- [ICC/ESOMAR International Code on Market, Opinion, and Social Research and Data Analytics](#)
- [ISO 14001](#)
- [ISO 20252](#)
- [ISO 27001](#)
- [ISO 45001](#)
- [Responsible Business Alliance](#)
- [Web Content Accessibility Guidelines \(WCAG\) 2.2](#)

In support of our responsibilities and accountability, Dig Insights is committed to continuously reviewing this Code to ensure it is updated as needed to align with current industry practices and requirements.

10.0 Raising Concerns and Reporting Questionable Behaviour

To report questionable behaviour or a possible violation of this Code, Suppliers are encouraged to work with their primary contact at Dig Insights to address and resolve their concerns. If that is not possible or appropriate, please get in touch with the Digital Trust team at Dig Insights by email at trust@diginsights.com.

Dig Insights' reporting channels may be used to report possible non-compliance with the Code by any entity or individual. Dig Insights will maintain confidentiality to the extent possible and will not tolerate any retribution or retaliation taken against any individual who, in good faith, seeks advice or reports questionable behaviour or potential violation of the Code.

11.0 Document Control & Record of Changes

11.1 Record of Changes

Version	Description	Author	Date
1.0	Initial Release	Christopher Sharples, Senior GRC Analyst	31 st July 2025

11.2 Document Control

Version	Author	Approver	Date
1.0	Christopher Sharples, Senior GRC Analyst	Christopher Sharples, Senior GRC Analyst	31 st July 2025