

Two hands are shown from the side, with fingers interlaced to form a heart shape. The background is a bright, slightly blurred outdoor scene, possibly a beach or a field, with a clear blue sky and a hint of water or a horizon line at the bottom. The lighting is bright and natural, suggesting a sunny day.

CODE of CONDUCT

DETECTION TECHNOLOGY PLC

COMMITTED TO GROW SUSTAINABLY

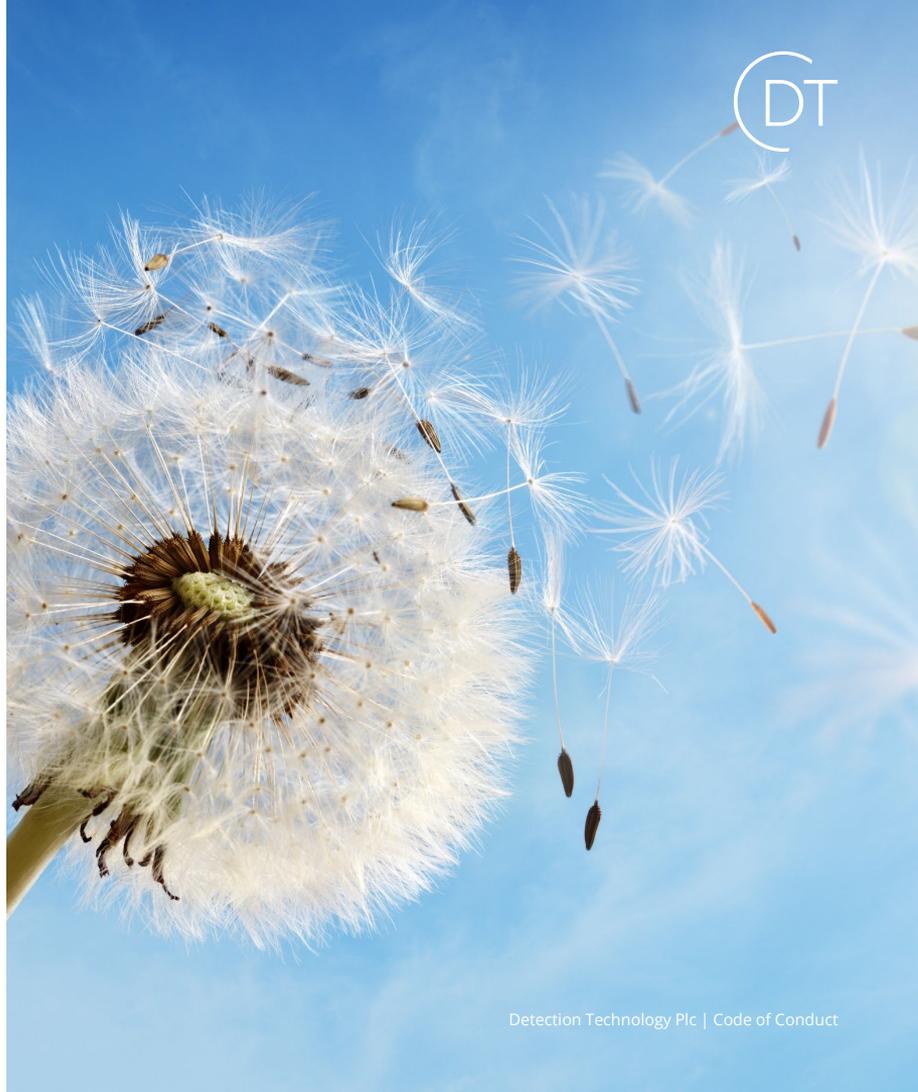
We believe that sustainability is fundamental to the success of our business. Our business is driven by performance as well as integrity, and we expect the same commitment from our employees and partners.

For us, being responsible means openness, honesty and reliability towards all our stakeholders. We care about our customers, employees, investors, partners and society, and aim to reduce our impact on the environment.

Our everyday work is guided by the principles stated in our Code of Conduct. The DT code supports us in making the right decisions and conducting global business with integrity.

Each of us has an obligation to our stakeholders and ourselves to act in accordance with the DT Code. As a company and as individuals, sustainable growth is the only option in terms of long-term success.

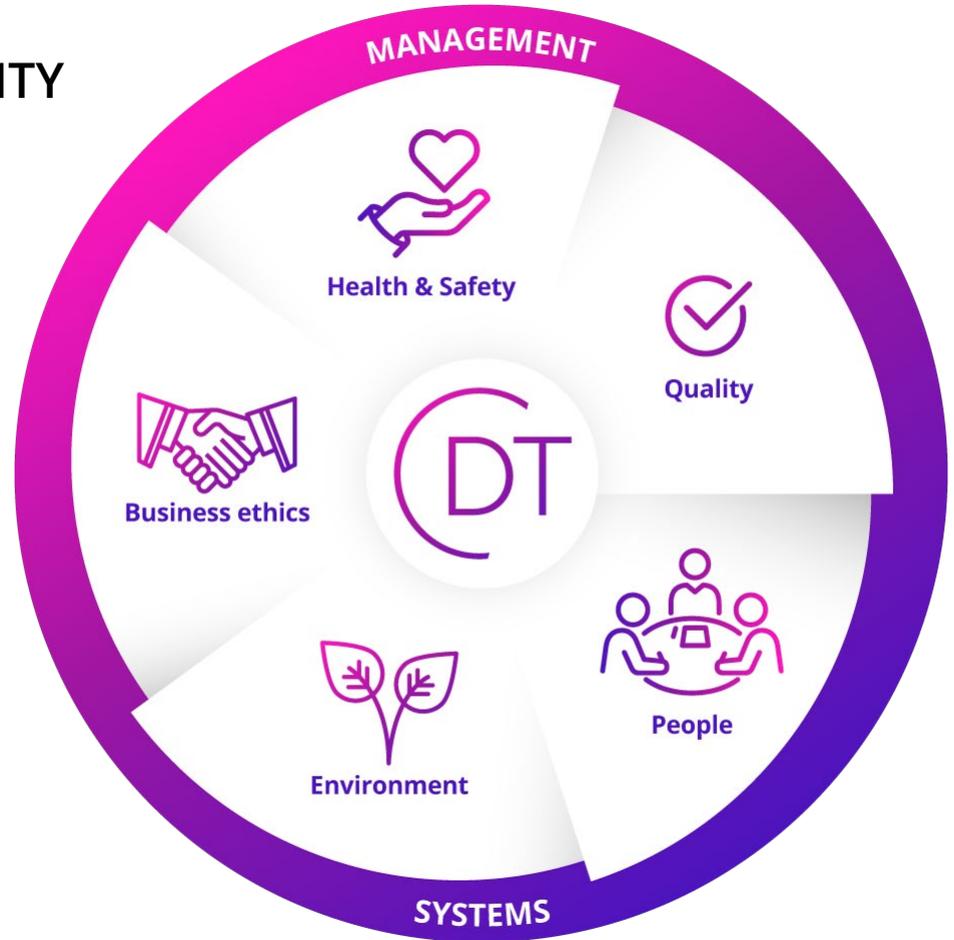
Hannu Martola
President and CEO



OUR WAY TO MANAGE SUSTAINABILITY

The DT way to conduct responsible business evolves from our vision, mission and values — **integrity**, **simplicity**, **driven** and **result**. We manage sustainability via our ISO 9001:2015, ISO 14001:2015 and ISO 13485:2016 certified management systems, and we acknowledge and continuously implement the Code of Conduct of the Responsible Business Alliance (RBA).

The RBA Code of Conduct is a set of social, environmental and ethical industry standards, that comply with international laws and practices such as the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and ISO and SA standards.



Purpose

Our business is built on integrity, so we must be a reliable partner to all our stakeholders. The DT Code of Conduct reflects our values, expresses our commitment to build the business sustainably, and guides all our employees and business partners.

Scope

The everyday work of all our employees and partners is guided by the principles stated in the Detection Technology Code of Conduct. The company's quality, environmental, business ethics, people, and health and safety policies form the DT code.

Applicability

The management and all employees of the Detection Technology Group are responsible for following and promoting the DT Code. With regard to suppliers and other partners, Detection Technology will do its best to ensure that third parties utilize similar policies.



POLICY STATEMENTS



QUALITY POLICY

Customer focus

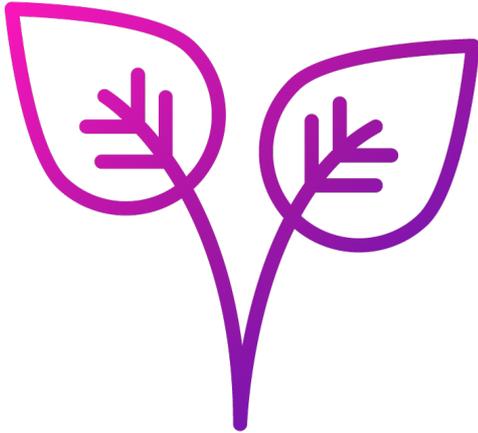
Detection Technology operates in the field of medical, security and industrial imaging components. We provide our customers with defect-free solutions, services and products that fulfill customer expectations. We are committed to constantly develop our quality, business, processes and productivity to ensure greater customer satisfaction.

Responsibility and people

Detection Technology is a profitable investment for our shareholders. We promote sustainable development and create the conditions needed for our employees' well-being, safety and development. Each employee is responsible for the quality of his/her own work. We provide an open and inspiring atmosphere that encourages people to learn and use new skills.

Performance and future

We continuously measure and evaluate our business performance against objectives — our decisions are based on the strategy and fact-based analysis of our business. We believe in and are committed to continuous improvement, and we actively look for and share the best practices.



ENVIRONMENTAL POLICY

Here at Detection Technology, we have recognized the need to minimize the impact that our operations and products have on the environment.

We have therefore made a commitment to

continuously assess our impact on the environment through measurements and audits focusing on the environmental impact of our processes and facilities

improve our processes and products with respect to environmental matter

protect the environment by

- using state-of-the-art design and production methods and tools
- developing our manufacturing methods with a focus on resource efficiency
- minimizing the use of hazardous materials in our products and production processes
- managing waste according to the principles of reduction, reuse and recycling

comply with the applicable laws and regulations, internal policy and procedures and to also enforce our own standards if necessary

continuously improve the awareness, expertise and know-how of our personnel through training, and

openly communicate about environmental issues related to our products and operations.



BUSINESS ETHICS POLICY

Here at Detection Technology, we place a high value on our integrity and operate within the Group's social and economic priorities on a daily basis. We believe that honesty and integrity are accepted practices in all cultures. While we are aware that customs may vary from one country to another and morals can differ, it is the Group's desire to conduct our business with honesty and integrity.

No improper advantage

It is strictly forbidden to promise, offer, authorize, give or accept bribes or any other means of obtaining improper advantage.

Disclosure of information

All disclosures made by Detection Technology are done transparently and with accurate information. The company records are maintained in accordance with the company procedures as well as fulfilling all regulatory and legal requirements.

Confidentiality

All employees must treat whatever they learn about our employees, customers, and suppliers and each of their businesses as confidential information. This confidentiality must be maintained both during and after employment.

Intellectual property

Intellectual property rights are respected by all Detection Technology employees. We protect the intellectual property of our customers, suppliers and other stakeholders.

Fair business advertising and competition

We seek to compete fairly, honestly and in full compliance with the applicable laws. Our employees shall not discuss, exchange, compare, inform, or in any way agree with competitors on prices or terms in general.

Responsible sourcing of minerals

We are committed to supporting the responsible sourcing of minerals. Detection Technology has adopted a conflict mineral policy and expects its suppliers to comply with our policy and supply materials that are conflict-free.

Privacy

Detection Technology is committed to ensuring a high level of personal data protection. We communicate with our employees and business partners about the purpose, basis for processing and rights related to their personal data.



PEOPLE POLICY

Detection Technology provides excellent working conditions for employees and builds a framework designed to maximize their potential. We commit to respect and promote the human and children rights in the context of our own employees and business partners. We comply with the applicable labor laws and adhere to best practices.

Free chosen employment

Our employees shall not be subject to any form of forced or compulsory labor. They shall have the freedom to terminate their employment at any time without penalty, according to the local legislation and rules.

Children rights and young workers rights

Detection Technology forbids the use of child labor and will only hire employees who meet minimum-age requirements in line with ILO conventions and local standards (whichever is higher). Apprentice and similar programs must comply with all applicable local laws and regulations. Young workers safety and health are protected at all times.*

Working hours

We shall comply with the applicable laws on working hours and periods of rest for all employees and support flexible working arrangements.*

* Employees can refer to the local Employee Handbook for details on this topic.

Wages and benefits

We will comply with all wage and compensation requirements as defined under the applicable local laws and regulations concerning regular work, overtime, and other elements of compensation and employee benefits.

Humane treatment

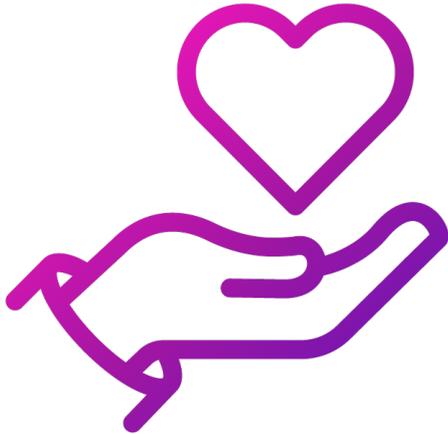
All of us at Detection Technology treat each other with dignity and respect. We will not tolerate any form of harassment or abuse. Our high level of ethical culture guides us when acting with others.

Non-discrimination

We value the variety of backgrounds and experiences of our employees and foster a culture of belonging and acceptance at all levels. Workers are not discriminated against on the basis of their gender, age, race, religion, pregnancy, maternity/paternity, family responsibilities or any other characteristics.

Freedom of association

Detection Technology respects workers' basic rights, including freedom of association and collective bargaining. We also strive to address issues by promoting dialogue between employees.



OCCUPATIONAL HEALTH AND SAFETY POLICY

Detection Technology recognizes that good occupational health and safety practices have a positive effect on our employees and business partners. We aim to identify the potential for injury or illness before it occurs and take action to prevent its occurrence.

We are committed to do everything that is reasonably feasible to:

provide healthy and safe working conditions for every employee, customer, contractor and visitor at our premises

meet the requirements stated in the applicable occupational health and safety local regulations

eliminate or reduce the risks that result in adverse effects to health or safety

have an effective system for communicating and consulting on health and safety matters

continuously improve occupational health and safety performance.

All individuals within our company receive the information and training required to ensure the implementation of this policy. It is everyone's responsibility to prevent any harm to themselves, fellow employees, and any business partner.



**Detection
Technology**