



Supply Chain Social Responsibility Policy

At DDi Global, we hold ourselves to the highest ethical standards and require every member of our organization to conduct business beyond reproach. Like many companies and consumers, DDi shares concerns and a steadfast commitment to conducting business in a socially responsible manner.

DDi expects members of its supply chain to also conduct their worldwide operations in a socially responsible manner. At DDi, we work collaboratively with our suppliers to encourage compliance with the following principles:

- **Legal and Regulatory Compliance:** Suppliers are to ensure their operations and the products and services supplied to DDi comply with all national and other applicable laws and regulations, including laws relating to environmental protection, health and safety in the workplace, freedom of association, right to organize, abolition of forced labor, elimination of child labor, and equality and anti-discrimination rights.
- **Conflict Minerals:** Suppliers are expected to ensure that parts and products supplied to DDi are DRC conflict-free (do not contain metals derived from “conflict minerals”; columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), or their derivatives such that they do not directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or an adjoining country. Suppliers are expected to establish policies and procedures that are designed to accomplish this goal.
- **Information Access:** Suppliers are to provide clear, timely, accurate and appropriate reporting to DDi upon request.

In selecting and retaining qualified suppliers, DDi will take into account whether suppliers meet the above requirements.