

## **Dunelm Group Plc**

### **Code of Business Conduct**

Alongside our shared values, our Code of Business Conduct sets out a summary of the specific standards of conduct that our Board and all colleagues are expected to meet. Further details are set out in more detailed policies, and some of these are listed below.

Our senior management are required to confirm annually that they have complied with this code.

#### **Dunelm Group plc and its Directors and colleagues (and those of all Group companies) will in all business dealings:**

- Obey the law and ethical standards in all countries in which the Group does business.
- Treat third parties (including customers, fellow colleagues, suppliers, investors, competitors, neighbours, government and regulatory bodies) fairly and honestly.
- Respect human rights and maintain an environment which engenders equality and diversity whilst outlawing discrimination and harassment.
- Not accept or offer bribes or other inducements.
- Not give or accept gifts or entertainment that are intended to influence, or appear to influence business decisions.
- Seek to avoid conflicts of interest between a Director or a colleague and the Company and ensure that a senior manager is aware of any that may exist.
- Not make political contributions on behalf of the Company.
- Comply with relevant competition legislation.
- Respect confidentiality and rights in personal data at all times.
- Not infringe the copyright or other proprietary rights of others.
- Honestly present ourselves, our Company and products and will not make false or exaggerated claims.

**First adopted: September 2010**

**Last updated: October 2021**

Some of our relevant policies are set out below (those in bold are publicly available on our corporate website, [www.corporate.dunelm.com](http://www.corporate.dunelm.com) or our commercial website, [www.dunelm.com](http://www.dunelm.com)):

- Colleague Privacy Notice
- **Customer Privacy Policy**
- **Equality and Diversity Policy** (this covers all types of discrimination, as well as bullying and harassment)
- **Health and Safety Policy**
- **Ethical Code of Conduct**
- **Colleague Code of Conduct**
- **Anti-Bribery and Anti-Corruption Policy**
- **Slavery and Human Trafficking Statement and Prevention of Modern Slavery Policy**
- **Tax Strategy**
- **Whistleblowing Policy**