

# CODE OF CONDUCT

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**DANGO & DIENENTHAL**

BETTER VALUES.

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BETTER VALUES – this is the motto placed under the DANGO & DIENENTHAL logo. It is our brand promise, to which we feel committed as a group of companies.

This commitment extends both to our high-quality products and to our social and sustainable behavior.

A Code of Conduct is based on existing legal principles and translates them into the immediate working environment. The Code of Conduct is a guideline that we should all follow in the workplace and when dealing with business partners. It is intended to promote respectful interaction and to protect the organization from violations and their consequences.

Our Code of Conduct defines ten principles that all employees, senior managers, executive officers, and affiliated companies of the DANGO & DIENENTHAL Group are obliged to observe.

# 1.

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## **RESPECT FOR HUMAN RIGHTS**

We are committed to respecting internationally accepted human rights. We do not tolerate discrimination or sexual harassment of any kind.

# 2.

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## **TRANSPARENT COMPETITION & TRADING WITH INTEGRITY**

In our sales and marketing activities, we adhere to the nationally and internationally applicable laws and do not take part in unfair practices such as corruption, joining a cartel or monopoly, and other offences against competition.

# 3.

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## **APPROPRIATE BUSINESS CONDUCT**

We observe all applicable legal regulations as well as any other legal requirements, for example related to environmental protection, industrial law, and the protection of data privacy. Sufficient documentation is required, and quality in workmanship must be ensured at all times.

Business entertainment or gifts must always be presented or received in a socially acceptable way and in line with the applicable internal provisions.

# 4.

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## **PRODUCT RESPONSIBILITY**

The success of our company is more closely linked than ever to the quality of our machines and services. Customer satisfaction and machine concepts that fulfill their intended purpose, combined with high flexibility and adherence to delivery dates, are our top priorities.

The reliability and durability of our products are crucial to our customers' purchase motivation. The focus here clearly lies on the customer benefits offered by the daily operation of our machines that are critical to their production processes. To ensure these benefits, product quality and safety are the process-defining factors along the entire value chain with a focus on our engineering process. Innovation, accompanied by the maximum quality of our products and services, is our success factor.

# 5.

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## **COMPLIANCE WITH EXPORT CONTROL & CUSTOMS REGULATIONS**

In order to ensure international security, we commit ourselves to observe any export control and customs regulations and thus all internal and external specifications related thereto. We refrain from all illegal exports.

## 6.

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### **TREATMENT OF CONFIDENTIAL INTERNAL & EXTERNAL INFORMATION**

We treat any sensitive information related to our company strictly confidential and comply with the relevant statutory regulations and internal regulations on handling confidential information.

## 7.

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### **CONSCIENTIOUS EXECUTION OF IDENTIFICATION PROCESS FOR CUSTOMERS & OTHER BUSINESS PARTNERS**

Before entering into business relations, we carry out a comprehensive and in-depth identification process for customers, suppliers, procurers, agents, and sales consultants as well as members of consortia ("Know Your Customer" or "KYC"). We never enter into relationships with persons or other third parties who are associated with organized crime or money laundering.

## 8.

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### **SOUND ACCOUNTING PRACTICE & TAX DECLARATION**

We carry out our financial reporting and tax declaration and store our documentation in a sound and transparent manner and in accordance with all applicable laws and regulations. We do not tolerate any illegal activities, such as fraud, burglary, misappropriation, and manipulation of financial statements.

## 9.

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### **PROHIBITION OF ACTS CONTRARY TO THE INTERESTS OF THE COMPANY**

We always work fairly and for the benefit of the company, avoid conflicts of interest with the company, and separate professional and private issues.

This Code of Conduct must be observed by all executive officers and employees including part-time employees and temporary staff of the DANGO & DIENENTHAL Group and affiliated companies. While it is part of our philosophy to take calculable entrepreneurial risks and make and accept mistakes, we will not take risks with compliance.

## 10.

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### **INVESTIGATION POLICY**

In a healthy corporate and management culture, commitment and shared values go hand in hand. Violations of the law or internal rules are not compatible with our understanding of compliance. Consequently, we systematically investigate all reports/incidents of legal violations, clarify the facts, and take appropriate action.

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Any violations of laws or company policies can be reported anonymously via the DANGO & DIENENTHAL whistleblower system. The link is provided on our website.

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[WWW.DANGO-DIENENTHAL.COM](http://WWW.DANGO-DIENENTHAL.COM)

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