

# BUSINESS CODE OF CONDUCT OF DIENES WERKE

## **PREAMBLE**

As a globally active machine engineering company, Dienes Werke für Maschinenteile GmbH & Co. KG, hereinafter referred to as Dienes, is a leading supplier of industrial cutting technology and compressor components.

Dienes is committed to maintaining high standards of environmental protection, work safety and respectful treatment of employees.

## **PRINCIPLE OF LEGALITY**

Dienes complies with laws and internal regulations. The Dienes Code of Conduct and the rules of ethical behavior laid down therein form the basis for all business activities.

## **CONDUCT TOWARDS EMPLOYEES AND AMONG COLLEAGUES**

Every employee is entitled to fair treatment, courtesy and respect. Discrimination and harassment will not be tolerated. In particular, no discrimination based on ethnic-cultural background, disability, gender, religion, age, sexual orientation or political opinion will be tolerated.

Child labor and forced labor are prohibited and are rejected without exception. Dienes employees are free to participate in any workers' interest group provided for by law.

## **CONDUCT TOWARDS SHAREHOLDERS, CAPITAL MARKET INVESTORS AND THIRD PARTIES**

Dienes ensures that its financial reporting is sound, accurate, transparent and timely. Lenders, creditors and parties interested in Dienes receive reliable information about its business activities. Inquiries from representatives of the media and interested third parties are answered with care.

## **CONDUCT TOWARDS BUSINESS PARTNERS AND COMPETITORS**

Dienes supports fair competition and complies with competition regulations. Any form of direct or indirect bribery or advantage taking is rejected.

## **RELATIONSHIP WITH SOCIETY AND THE PUBLIC**

Dienes is aware of its social responsibility and therefore strives to play an active, partnership role in the community. Dienes strives to maintain a cooperative attitude with the relevant authorities and to provide all information in a complete, open, accurate and timely manner.

## **CONFLICTS OF INTEREST**

Business and private interests are strictly separated at Dienes. Business partners may not be favored for private interest. Employees are encouraged to disclose any suspected or actual conflict of interest to their supervisors and to work with supervisors to resolve such conflict.

## **TREATMENT OF DIENES PROPERTY**

Company property, whether in material or intellectual form, is intended to assist employees in the tasks assigned by Dienes. It may be used only for legally permissible business purposes and in no case for personal gain. Employees will take care to protect company property from loss, theft or misuse.

As an experienced industrial producer, manufacturing expertise, technical research, patents and industrial property rights are of outstanding importance. This information must be given special protection. Every single employee is aware of this and attaches particular importance to the responsible handling of intellectual company property.

## **DATA PROTECTION, CONFIDENTIALITY**

Personal data of Dienes employees and business partners will only be collected, processed and used in accordance with legal requirements.

Information handed over by business partners that requires secrecy will be treated confidentially by employees and used only for the agreed purpose. All employees are obliged to protect company and business secrets and other internal matters from unauthorized third parties. In return, Dienes also trusts that any entrusted documents will be handled with care and that confidentiality will be maintained.

Dienes shall ensure that suitable measures are taken to protect information requiring confidentiality.

## PRODUCT QUALITY AND SAFETY

Dienes develops innovative solutions and manufactures technically sophisticated products that ensure safe operation. Every single employee is committed to ensuring that Dienes products meet the highest standards in terms of safety, health, environmental protection and quality, and also comply with the relevant legal requirements. Dienes is certified according to ISO 9001 at the Overath site.

## SUSTAINABILITY, WORK SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION

Dienes strives to reduce the consumption of energy, materials and resources and thus to operate sustainably, which contributes to the long-term success of the company. Compliance with environmental protection laws is a standard part of the company's operations. Dienes is committed to creating and designing a safe, secure and healthy working environment. Safety regulations and practices are observed.

Overath, May 12th, 2021

The Management

### **Dienes Werke GmbH & Co. KG**

Kölner Straße 7  
51491 Overath

Phone: +49 2206 605-0

Fax: +49 2206 605-111

Email: [sales@dienes.de](mailto:sales@dienes.de)

Website: [www.dienes.de](http://www.dienes.de)