

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.

WHISTLEBLOWER SYSTEM

Dienes attaches great importance to integrity and transparency. To ensure that potential misconduct is reported and dealt with appropriately, Dienes also offers a hotline (02206 605 - 690) and a whistleblower reporting system at gl.dienes.de in addition to face-to-face meetings. The latter allows employees to report misconduct completely anonymously.

Dienes guarantees that all reports are treated strictly confidential. The anonymity of whistleblowers is always guaranteed. Only authorized persons have access to the reports, and care is taken to ensure that all information is handled securely and discreetly. Every incoming report is thoroughly checked and followed up. If necessary, internal investigations will be initiated to verify the reported misconduct and take appropriate action.

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. In addition, an energy audit in accordance with DIN EN 16247-1 is used to assess overall energy efficiency, identify measurable potential for improvement, and track progress. Dienes is committed to creating and designing a safe, secure and healthy working environment. Safety regulations and practices are observed.

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The Management

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