



CODE OF ETHICS

COMPLIANCE GUIDELINES



With the establishment of a Quality and a Safety, Health & Environmental Protection Management System, the management of DEKOMTE de Temple Kompensator-Technik GmbH confirms its particular responsibility in the company with regard to quality and with regard to safety, health & environmental protection and related legal obligations. The management is committed to the active further development of both systems.

DEKOMTE de Temple Kompensator-Technik GmbH further defines basic requirements and parameters, which are applicable in a comprehensive and continuously applied manner for any and all of its business transactions.

Declared priority objectives in that context are as follows:

- ensuring the health and safety of employees, business partners, customers and the general public
- protection of the environment
- commitment to work safety in general and to avoid work related health incidents as well as to prevent environmental damage of any kind in particular
- fulfillment of the demands and expectations of customers regarding product quality, delivery reliability, flexibility and reliability in general as well as service aspects, i.e., covering the whole lifetime of our products and services
- commitment to quality at all company levels in such a way that it is understood and supported by all employees (the company quality management system meets the requirements of DIN EN ISO 9001)
- commitment to a responsible and efficient handling of resources and energy through innovative technologies, training and management practices
- commitment to promoting a positive corporate culture based on the participation and commitment of all employees and the assumption that all errors and damage events are avoidable
- compliance with all applicable legal requirements
- ensuring fair business and competition in dealing with customers, partners, suppliers, employees and all institutions as well as further internal and external partners as applicable
- prohibition of bribery, corruption and any other inappropriate means of influencing third parties
- respect for any and all human rights
- acting based on the principles of mutual respect, honesty and integrity
- sensitive handling of any confidential and proprietary information.

Protection of complainant/ Following the Code and its guidelines

If employees are unsure of how to interpret these or have any doubts about whether specific behaviours meet the standards required, they must seek the advice of the management. Immediately report actual or potential breaches of the Code or Code Policies, whether relating to them, colleagues or people acting on DEKOMTE's behalf and whether accidental or deliberate. This includes instances where business partners' behaviour may not meet the same standards. To ask a question if clarification is needed and to check back on the status of a concern raised or a question asked, please write us a letter to following address:

DEKOMTE de Temple Kompensator-Technik GmbH
Walinusstrasse 13, 63500 Seligenstadt, Germany

This also can be done anonymously.

Business partners

DEKOMTE is committed to establishing mutually beneficial relations with our suppliers, customers and business partners. In our business dealings we expect our partners to adhere to business principles consistent with our own.

Bribery and Corruption

DEKOMTE does not give or receive, whether directly or indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment which is, or may be construed as being, a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management. DEKOMTE accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or asset will be established or maintained

The report was prepared in cooperation with the DEKOMTE management and authorised by the DEKOMTE board of directors.