

At DBW, we are aware of our social and corporate responsibility and we act accordingly. Compliance with laws and regulations is a basic requirement when it comes to conducting economically responsible business and we respect the principle of legality. Integrity and respect for the rights of third parties determine the way we deal with our employees, business partners and the social environment.

The following requirements define the actions and expectations of the DBW Group and set a code of conduct for essential environmental and social aspects. These requirements form the basis of successful relations between DBW and its partners.

**Waste and recycling**

During the development and manufacture of products as well as other activities, attention is paid to avoiding waste, re-use, recycling and the safe, environmentally-friendly disposal of other waste.

**Health and safety at work**

As a minimum requirement, our business partners comply with the relevant national legal standards for a safe and hygienic working environment. Within this framework, appropriate measures for guaranteeing health and safety in the workplace are in place, thereby guaranteeing healthy working conditions.

**Working hours**

As a minimum requirement, working hours respect the relevant national regulations or the minimum standards for the relevant national economic sectors.

**Data protection**

The protection of personal data is particularly important at DBW, in particular when it comes to the data of employees, customers and suppliers and the security of company data and documents.

We comply with legal and contractual requirements for collecting and processing personal data. Each of our employees is obliged to protect personal, confidential and internal, non-public information and to use suitable means to prevent third parties from seeing or gaining access to this data, as well as to company documents.

**Discrimination**

Equal opportunities and equal treatment regardless of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social background or political opinion are guaranteed, provided that these are based on democratic principles and tolerance of different opinions. Employees are selected, recruited and promoted based on their qualifications and abilities.

**Child labour**

DBW opposes the deliberate use of child labour.

<p><b>Corruption</b></p>	<p>Our business is conducted in a relevant and fair manner and without the use of dishonest methods. Each employee is under obligation to comply with the rules of fair competition and in particular with the provisions of antitrust legislation. Any infringements of competition and antitrust legislation, in particular the exchange of sensitive business information with competitors, are not permitted and will not be tolerated by DBW.</p> <p>We are convinced that corruption distorts competition and destroys the trust of our business partners and the public. No employee may offer or grant anyone else unfair advantages in connection with our business activity (directly or indirectly) or request or accept such advantages.</p> <p>This ban also applies to all national and international business dealings, both when dealing with public officials and with companies and persons in the private sector, in Germany and in other countries.</p>
<p><b>Freedom of opinion</b></p>	<p>The fundamental right of all employees to form and join trade unions and employee representations is recognised. Wherever this right is restricted by local laws, alternative lawful possibilities for employee representation should be supported.</p>
<p><b>Staff qualification</b></p>	<p>Employees are motivated, informed and trained in accordance with their tasks and activities at DBW.</p>
<p><b>Damage to the environment and health</b></p>	<p>Any impact on the environment or the health of our employees is avoided during all activities or kept as low as possible. During the development and manufacture of products, as well as during other business activities, attention is paid to the economical use of energy and raw materials, the minimisation of greenhouse gas emissions, the use of renewable resources and the minimisation of damage to the environment and health.</p>
<p><b>Environmental challenge</b></p>	<p>Environmental challenges are dealt with carefully and proactively. Measures are taken to ensure that the environment is treated responsibly. The development and distribution of environmental technologies is vital.</p>
<p><b>Environmental management systems</b></p>	<p>Focussing on the environment is one of the main objectives of our corporate policy.</p> <p>DBW therefore expects all its partners with production locations to have a suitable environmental management system and all the relevant key suppliers must also have an environmental management system that is certified according to the international DIN EN ISO 14001 or EMAS standard.</p>



**Remuneration and benefits**

Remuneration and benefits paid or provided for a normal working week must at least fulfil the legally valid guaranteed minimum. If there are no valid legal or contractual regulations, use will be made of the industry-specific, standard local remuneration and benefits rate, which will ensure an appropriate standard of living for employees and their families.

**Forced labour**

DBW opposes the deliberate use of forced labour including involuntary labour for prisoners.

**Escalation procedure**

**Any violations of these principles must be reported immediately and in full. Depending on the seriousness of the offence, reports should be made to the relevant superior or senior management.**

Bovenden, 01/02/2018  
Hendrik Murmann