



CODE OF CONDUCT

BASIC UNDERSTANDING

THE BASIS FOR COOPERATION WITH OUR PARTNERS AND DEALERS IS THE DINSE BASIC UNDERSTANDING.

We work with our partners/dealers as equals, openly and in a spirit of trust. Give and take are in harmony.

We do not expect exclusivity, but loyalty and the will to grow with DINSE.

DINSE and the DINSE partners/dealers take responsibility for the customer's flawless welding process, with the aim of improving the quality of welding results, increasing productivity, reducing costs and minimising risks.

Together we are the preferred problem solver in industrial welding production.

DINSE is a premium manufacturer. For us, premium means that we meet the highest standards for customers, suppliers and employees. The products, the service and everything that can be derived from it must follow this premium concept.

Our joint consulting expertise is convincing and sustainable. Together we are creative, forward-looking and act quickly.

Long-term customer relationships have top priority.

We provide our customers and ourselves (*partners/dealers and the DINSE team*) with intensive training, which also generates an open exchange of information.

The service is perfectly coordinated between DINSE and the partners/dealers and geared to the needs of our customers. Our joint approach is characterized by the protection of the interests of all (*partners/dealers, DINSE, our employees and also suppliers*).

We are open and liberal towards different people, cultures, languages and ideas.

We are passionate, emotional and modern. We think "straight" and speak "straight". Nothing is left unsaid. We don't talk about people, but with them. Criticism can and must be voiced. We are committed and reliable.

QUALITY PHILOSOPHY

THE BASIS FOR THE CO-OPERATION WITH OUR EMPLOYEES IS THE DINSE QUALITY PHILOSOPHY.

DINSE welding systems are characterized by maximum precision, proven durability and special safety. The DIX standard has been the quality benchmark for the entire industry for many years.

The trust that our customers place in DINSE product quality is our highest obligation. That is why we have introduced a quality management system in accordance with DIN EN ISO 9001:2008, which applies throughout the entire company.

This is how we ensure that DINSE quality remains market-leading in the future. Exemplary production processes and the quality feature *Made in Germany* characterize the DINSE brand.

Our guiding principles:

QUALITY

The realization of the zero-defect strategy is our ultimate goal. We achieve the highest quality through systematic thinking and action. We promote quality awareness and continuous improvement in all processes and areas.

SUCCESSSES AND EXPECTATIONS

We recognize opportunities for development and innovation for our customers' products and processes on our own initiative. We offer our customers sustainable solutions.

TECHNOLOGY

We develop our products with economic and ecological requirements in mind so that they ensure the best possible functional performance and are realized in optimum processes of the highest quality.

SYSTEMATIC PROCESSES

We organize our work processes in such a way that we achieve maximum productivity and efficiency with great flexibility.

PARTNERSHIP AND COOPERATION

Our suppliers make a significant contribution to our success through their expertise and the quality of their products. Fair dealings with one another are an essential prerequisite for achieving our common goals.

IMPORTANCE OF EMPLOYEES

Our employees are people with knowledge, skills, experience and commitment. We manage them in such a way that they increase their performance and motivation through constant encouragement, demands and personal feedback on the basis of target agreements.

ENVIRONMENT AND RESOURCE

Our products are developed with ecological aspects in mind. Our technical solutions help to make products more environmentally friendly for our customers and conserve resources.

The responsible use of resources and materials is a high priority for us. We manufacture our products in compliance with RoHS. This ensures that all components, connections and alloys comply with the regulations.

DINSE also pays the utmost attention to compliance with the REACH regulation. We ensure that we do not manufacture, place on the market or use any substances that adversely affect human health or the environment.

01 LABOUR CONDITIONS & HUMAN RIGHTS

We act in accordance with the guidelines and recognized rules of conduct of the cultures and countries in which we and our business partners operate worldwide. In doing so, we are aware of our responsibility and act prudently. Legally compliant behavior is always our top priority.

SALARY

We pay our employees appropriate remuneration and compensate them for overtime in accordance with the statutory provisions. We also expect this from our business partners. In particular, this includes compliance with the statutory provisions on the minimum wage. Deductions from wages as a disciplinary measure are not permitted.

SOCIAL BENEFITS

Our social benefits are based on statutory regulations and collective bargaining agreements. They are supplemented by voluntary benefits, including a contribution to protect employees against poverty in old age.

WORKING TIME

The weekly working time including overtime may not exceed 60 hours. Exceeding the statutory maximum number of hours is not permitted. Exceptions to this rule are emergencies and exceptional circumstances. Employees are entitled to one day off in a seven-day week and an appropriate amount of annual leave.

CHILD LABOR AND YOUNG WORKERS

We do not tolerate child labor or any exploitation of children and young people.

Training programs that comply with all laws and regulations are encouraged and promoted.

Workers under the age of 18 may not carry out any work that could endanger the health and safety of young employees.

We also expect our business partners to comply with the ban on child labor at all times.

FREEDOM OF ASSOCIATION, TARIFF NEGOTIATION AND EMPLOYEE REPRESENTATION

We respect the right of employees to freedom of association, freedom of assembly and collective bargaining, insofar as this is legally permissible and possible in the respective country. We also expect this from our business partners. Employee representation is organized through a works council with which we act openly and cooperatively in the interests of the company.

01 LABOUR CONDITIONS & HUMAN RIGHTS

MODERN SLAVERY (SLAVERY, FORCED LABOR, HUMAN TRAFFICKING)

We consistently reject all forms of forced labor, slavery and human trafficking.

No employee may be directly or indirectly forced into employment through violence or intimidation. We consistently uphold human rights and respect human dignity.

This also applies to our business partners.

We operate worldwide, including business relationships with sourcing countries where a violation of human and labor rights cannot be ruled out with certainty. We are aware of this responsibility and do our best to exclude such risks.

Our supplier evaluation defines standards that apply to our global supplier relationships in terms of technical quality and social conditions.

NON-DISCRIMINATION, HARASSMENT AND WOMEN'S RIGHTS

At DINSE, we respect and protect human dignity, privacy and the personal rights of each individual.

We employ people with different backgrounds and experience - and we do so out of conviction. We consider diversity in our workforce to be added value for the company.

Decisions that affect people are made solely on the basis of appropriate considerations. Discrimination in recruitment, employment or access to further training opportunities is actively prevented.

This includes, but is not limited to, other treatment on the grounds of race, colour, religion, pregnancy, gender, sexual orientation, age, physical or mental disability, health, political opinion, nationality, social or ethnic origin, trade union membership or material status.

We condemn any distinction, exclusion or restriction based on gender that has the effect or purpose of impairing or frustrating the recognition, enjoyment or exercise of the human rights and fundamental freedoms of women based on equality between men and women.

Furthermore, we do not tolerate violence, intimidation, bullying or sexual harassment in the workplace.

02 OCCUPATIONAL HEALTH & SAFETY

Safety in the workplace is an integral part of our company processes. All workplaces at DINSE G.m.b.H. comply with the legal requirements for occupational safety, health and safety at work and working time regulations.

EMERGENCY PREPAREDNESS AND WORKPLACE ERGONOMICS

The long-term health of our employees is an elementary component of our competitiveness. That is why the avoidance of hazards and comprehensive occupational health and safety is our top priority.

To this end, we ensure that all regulations, laws and standards relating to occupational health and safety are complied with at all times. Our employees are instructed on safety-related topics and guidelines. We provide our employees with suitable protective equipment.

Particular importance is also attached to compliance with existing statutory and internal regulations on working hours, breaks and rest periods.

ACCIDENT AND INCIDENT MANAGEMENT

We regularly train our teams on all applicable laws relating to occupational health and safety, hygiene, fire and risk protection. We have appointed specialist employees to ensure compliance with these areas.

We ensure that all necessary permits, licenses and registrations are complied with, maintained and constantly updated.

FIRE PROTECTION

There are sufficient and clearly marked emergency exits in the event of fire or other emergencies. The fire protection requirements are met.

Escape routes are clearly described, kept clear and marked. Fire alarms and fire extinguishers are installed on each floor.

03 CORPORATE ETHICS

CORRUPTION, EXTORTION AND BRIBERY

Corruption and bribery harm free competition and inhibit innovation.

We reject corruption and bribery in all their forms. We comply with all relevant laws and regulations. For us, this includes neither offering and granting nor demanding and accepting inappropriate benefits.

We inspire our customers with innovative solutions. We negotiate hard but always fairly with our suppliers. We consistently reject bribes to obtain orders or to speed up administrative processes. These principles apply not only to all employees, but also to other persons and organizations acting in our interests.

Accordingly, gifts or invitations that could reasonably be expected to influence business decisions must not be accepted.

Employees who allow themselves to be unfairly influenced by customers or suppliers or who attempt to influence them in an unfair manner will be subject to disciplinary action, regardless of the consequences under criminal law.

DATA PROTECTION

We handle personal and other data with care and ensure that no personal rights are violated.

The protection and prevention of misuse of this data has top priority.

The protection of privacy in the use of personal data and the security of all business data is always guaranteed in all business processes, taking into account applicable legal requirements.

We take state-of-the-art measures for technical protection against unauthorized access.

We comply with the applicable data protection laws and have an applicable data protection regulation. Compliance with this is ensured by our data protection officer.

INTEREST CONFLICT

Trust, honesty and straightforwardness both internally and externally guide our actions.

We avoid conflicts of interest - especially between private and business interests. The reputation of DINSE G.m.b.H. is significantly influenced by the behavior of our employees. Misconduct can lead to major damage and immense penalties, which can also affect each individual employee. We always take care to protect and promote the reputation of our company at all times. This means that we behave decently and fairly in every situation in our daily work.

We do not use internal knowledge and insider information about our business partners - neither for our own benefit nor that of third parties.

04 ENVIRONMENTAL PROTECTION

We are committed to holistic environmental protection and the responsible use of natural resources.

ENERGY EFFICIENCY AND RENEWABLE ENERGIES

For us, environmental protection does not just mean complying with existing laws on environmental protection and sustainability. It also means avoiding the unnecessary use of non-renewable resources wherever possible.

Every employee must implement sensible measures to reduce environmental pollution and waste of resources in their daily activities.

Knowledge, documentation and compliance with legal requirements, the proper disposal of waste, sustainable land use, logistics and customer solutions as well as the increasing use of digital media are key components of our environmental policy measures.

NATURAL RESOURCE MANAGEMENT

We use natural resources sparingly and efficiently. We are constantly driving forward the use of renewable raw materials and the development of environmentally friendly packaging.

We regularly obtain all the necessary environmental permits, approvals and registrations and keep them up to date.

WASTE PREVENTION

We actively avoid or reduce all forms of waste, including water and energy. This is done either directly at the point of generation or through processes and measures. We establish these in our processes and procedures.

One focus of our daily work is to discover ways to use alternative materials, save resources, recycle more effectively and/or reuse materials.

GREENHOUSE GAS EMISSIONS

We identify chemicals or other materials that pose a risk if released into the environment. Handling, transportation, storage, use, recycling, reuse and disposal are carried out in a safe manner. We expect the same from our business partners.