

Code of Business Conduct and Ethics

GENERAL PROVISIONS

- This Code of Business Conduct and Ethics applies to all employees, suppliers and their sub-contractors, and to other business partners of *d-i davit international hische GmbH*.
- *d-i davit international hische GmbH*'s corporate concept is to offer highest-quality engineering services and technical products at the best possible price. Our concept of quality includes, inter alia, that our products are manufactured in a sustainable manner regarding ecological and social aspects. We have a special responsibility for everybody who contributes to our success. Therefore, we undertake to closely cooperate with our employees, suppliers and business partners in order to establish long-term, sustainable, ecological and social standards at all sites where products are manufactured for or where other business relationships exist with *d-i davit international hische GmbH*.
- This Code of Business Conduct and Ethics defines our requirements for our employees, suppliers and their sub-contractors and other business partners, who help us fulfil our obligations towards our company management. Suppliers and other business partners of *d-i davit international hische GmbH* are obliged to inform their sub-contractors of *d-i davit international hische GmbH*'s Code of Business Conduct and Ethics and to ensure that it is complied with at each production site and workplace where goods are produced, packed or otherwise handled for and/or where services are provided to *d-i davit international hische GmbH*.
- Our requirements are largely based on internationally applicable standards, including without limitation the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, SA8000 and applicable ILO Conventions as well as the laws applicable in the relevant country.

1. STATUTORY REQUIREMENTS

As a general rule, we require all employees, suppliers and other business partners to always comply with all applicable statutory provisions. Should one of the provisions contained in this Code of Business Conduct and Ethics violate the national laws of any country or region, the applicable law shall prevail and must be complied with. In such case, the supplier or business partner must inform *d-i davit international hische GmbH* of such collision with national law, without delay and before signing the Code of Business Conduct and Ethics. *d-i davit international hische GmbH*'s requirements may exceed the scope of national laws.

2. WE DO NOT TOLERATE CHILD LABOUR

(cf. ILO Conventions 138 and 183 and the United Nations Convention on the Rights of the Child)

2.1 Child labour

d-i davit international hische GmbH does not tolerate child labour. Persons younger than 15 years (and/or 14 in countries where this is admissible in accordance with applicable law) or younger than the statutory minimum working age in countries where it is higher than 15 years must not be employed. The company undertakes to take all precautionary measures necessary to ensure that no persons who are younger than the statutory minimum working age are employed.

2.2 Young employees

All statutory restrictions pertaining to the employment of persons who are younger than 18 years must be complied with. Please note that in accordance with the United Nations Convention on the Rights of the Child, a person who is younger than 18 years is considered to be a child. We acknowledge the rights of all children to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

3. HEALTH AND SAFETY

3.1 Building safety and security

We require our suppliers and other business partners to ensure that the safety and security of their employees have utmost priority. Dangerous machines/equipment and unsafe buildings will not be accepted.

3.2 Fire protection

Emergency exits on all floors must be clearly marked, well lit and freely accessible and not be blocked throughout the entire escape route. During working hours, our suppliers and other business partners must ensure that all buildings can be evacuated using the emergency exits at any time. All persons working on the premises must be

buildings can be evacuated using the emergency exits at any time. All persons working on the premises must be trained regularly on how to act in case of fire or other emergencies.

3.3 Accidents and First Aid

The company must take precautionary measures in order to avoid accidents which might cause injuries to employees at their workplace. The required First Aid equipment must be available.

3.4 The workplace

The premises must be regularly maintained and cleaned and must constitute a healthy work environment.

4. EMPLOYMENT RIGHTS

4.1 Fundamental rights

4.1.1 We do not accept compulsory or forced labour in any form. We do not accept prison labour or illegal work of any kind in the production of goods or services for *d-i davit international hische GmbH*. (cf. ILO Conventions 29 and 105).

4.1.2 Immigrated employees must be granted the same rights as are granted to local employees. The employer must pay all commissions and other dues in relation to the employment of immigrated employees. The employer is prohibited from demanding that employees surrender their passports or other IDs. Guarantee deposits are not admissible. Suppliers and other business partners are responsible for employees that are employed via agents or other agencies. This means the provisions of this Code of Business Conduct and Ethics also apply to these employees.

4.1.3 Each and every employee must be treated with respect and dignity. Under no circumstances will we accept physical or mental humiliation or punishment by our suppliers or their sub-contractors or by other business partners. No employee must be exposed to physical, sexual, mental or verbal harassment or mistreatment.

4.1.4 All employees have the right to join or establish an association of their choice and to make collective negotiations. *d-i davit international hische GmbH* will not accept any disciplinary or discriminatory measures by the employer against employees who peacefully establish or join an association in accordance with applicable law. (cf. ILO Conventions 87, 98 and 135).

4.1.5 No employee must be discriminated against at work based on sex, race, colour, age, pregnancy, sexual identity, religion, political views, nationality, ethnicity, illness or handicap. (cf. ILO Conventions 100 and 111).

4.1.6 All employees have the right to receive a written contract establishing the performance and conditions relating to the employment. The employer must ensure that all employees are informed of their rights and obligations.

4.2 Wages, benefits in kind, working hours and holidays

For background information on this paragraph, we cite Article 23(3) of the Universal Declaration of Human Rights, which is to be considered as a guideline for our suppliers and business partners regarding our commitment: "Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity..."

4.2.1 Wages must be paid regularly and punctually and must constitute a reasonable compensation for the work done. *d-i davit international hische GmbH's* minimum requirements include that employers must pay to the employees at least the statutory minimum wages, the wages common in the industry or the wages collectively agreed upon, whichever are higher. Moreover, all statutory benefits in kind and remunerations must be paid. No unfair deductions must be made. The employees have the right to receive written wages accounting statements clearly showing the method of calculation of the wages.

4.2.2 Regular working hours must not exceed the statutory number or hours. Overtime must not exceed the statutory scope. Overtime must be voluntary and must be paid in accordance with statutory provisions. Piecework should not be exempt from overtime compensation. Employees have the right to at least one day off per 7-day period.

4.2.3 Employees must be granted all types of statutory paid holidays and the correct remuneration in relation thereto. Such holidays include without limitation: annual leave, maternity/parental leave and incapacity for work due to illness.

5. ACCOMMODATION

The terms and conditions stated in no. 3 regarding fire protection and cleanliness must also apply to any and all accommodations a company provides their employees with. The accommodation must be separated from the workplace and must have a separate entrance. The employees must have free access to their accommodation.

6. ENVIRONMENT

Environmental protection is gaining more and more importance worldwide and *d-i davit international hische GmbH* expects their employees and suppliers to conduct themselves responsibly. Our suppliers must comply with any and all environmental protection laws and regulations applicable in the country in which they operate. Our main focus is on the contribution a production/service makes to climate change and excessive water consumption.

6.1 Environmentally relevant permits

The company must apply for and maintain all required environmentally relevant permits and licenses for their operations.

6.2 Handling of chemicals

Chemicals must not be used except in accordance with the restrictions applicable to the relevant product type of *d-i davit international hische GmbH*. Containers for chemicals must be duly marked and stored safely and securely. A Material Safety Data Sheet (MSDS) must be available at the production site. The instructions contained in the MSDS must be complied with. (cf. ILO Convention 170)

6.3 Water management and waste water treatment

In many parts of the world, fresh water is a scarce resource and should be used as efficiently as possible. All waste water from wet processing must be treated before being discharged into water bodies. Treated water is to fulfil the applicable legal requirements.

6.4 Waste disposal

Any waste, including without limitation hazardous waste, must be disposed of in a responsible manner in accordance with statutory provisions.

7. SYSTEMIC APPROACH

In order to guarantee compliance with the Code of Business Conduct and Ethics of *d-i davit international hische GmbH* as well as with applicable labour and environmental laws, suppliers and other business partners of *d-i davit international hische GmbH* must establish and maintain all required procedures and management systems.

8. MONITORING AND IMPLEMENTATION

8.1 Transparency and cooperation

d-i davit international hische GmbH expects all employees, suppliers and other business partners to comply with this Code of Business Conduct and Ethics and to use their best efforts to live up to our standards. Moreover, we expect transparency from our suppliers and other business partners and that they refrain from any fraudulent misrepresentation. We rely on the principle of cooperation and are prepared to find sustainable solutions together with our suppliers and other business partners and to support suppliers and business partners that follow our Code of Business Conduct and Ethics. Each violation of *d-i davit international hische GmbH*'s Code of Business Conduct and Ethics is to be reported to corporate management without delay.

8.2 Monitoring

All suppliers and other business partners are obliged to keep *d-i davit international hische GmbH* informed of the sites where the individual products are produced, including sub-contractor's sites. All documentation relevant for audits must be made available. We reserve the right to make unannounced visits at all sites producing products for or providing services to *d-i davit international hische GmbH*, at any time. Moreover, we reserve the right to commission an independent third party to perform an audit and evaluate compliance with our Code of Business Conduct

and Ethics. During such audits, we request unrestricted access to all areas of the production facilities, all documents and to interview all employees. Furthermore, we reserve the right to disclose the data of contact persons of *d-i davit international hische GmbH* to employees.

8.3 Supply chain

d-i davit international hische GmbH's Code of Business Conduct and Ethics shall apply to our employees, direct suppliers, business partners and manufacturers of goods and service providers of *d-i davit international hische GmbH*.

8.4 Improvement measures

d-i davit international hische GmbH aims at identifying and remedying any differences between the requirements described in this Code of Business Conduct and Ethics and actual practices and conditions at the premises of *d-i davit international hische GmbH* and of the suppliers. As a general rule, the audited company will be given the opportunity to propose and implement an action plan and improvement measures. *d-i davit international hische GmbH* will review the implementation of such plan and confirm that the violations of the Code of Business Conduct and Ethics were eliminated. Any supplier failing to implement sustainable improvement measures within the agreed period of time will seriously endanger the cooperation with *d-i davit international hische GmbH*. Any supplier not prepared to cooperate or that repeatedly violates *d-i davit international hische GmbH*'s Code of Business Conduct and Ethics or applicable law will face restrictions or termination of the business relationship with *d-i davit international hische GmbH*.



Sulingen, 11 March 2022
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Joachim Wiese
Management