

CODE OF CONDUCT

Corporate mission statement of
dresden elektronik ingenieurtechnik gmbh

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WE AS COMPANY

SINCE 1990 - dresden elektronik

Flexible in our production - intelligent in the solutions. We are your versatile specialist.

Since 1990 dresden elektronik ingenieurtechnik gmbh acts as a competent partner for complex electronics development and series production on the market. From the first idea to the finished product, we stand by our customers in solving individual and demanding tasks. From the first idea to the finished product, we solve individual and demanding tasks within the shortest possible time.

All products and services of dresden elektronik are 100% „Made in Germany“. The direct interaction of the development and production departments enables fast and flexible product adaptations. As a customer, you benefit from this with a significantly reduced time-to-market and high-quality, marketable products. We rely on the know-how of our employees and state-of-the-art production technology, to be able to offer our customers first-class quality.

Our goal: satisfied customers.

The high quality standards, the responsible handling of resources by our employees and the comprehensive service contribute every day to satisfy our customers in the best possible way.

As an integral part of the production process, a whole range of inspection and testing ensures the quality and reliability of our products. A continuous improvement process as part of our quality management ensures that we continue to meet the high demands of our customers.

Sustainability and service reliability are core to our customer relationships. Where long-term deliverability and expert repair and spare parts service are required, you will find us the right partner. With our special equipment we can help even when „the case seems hopeless“. Highly qualified specialists, together with the inventiveness of our development engineers and the high-tech analytical methods of the TU Dresden often achieve „small miracles“.

OUR MISSION - OUR VISION THIS IS HOW WE ARE



MISSION

From Dresden to the world.

As a full-service provider for electronics development, type testing and series production, our goal is to deliver services and products „Made in Germany“ transparently, cost-efficiently and with a suitable time-to-market to our customers worldwide. We attach great importance to customer-oriented communication and products with the highest quality standards.



VISION

We see the future as part of our mission.

Our goal is to enable efficient and intelligent solutions for our customers. Doing so, we minimize wasteful use of materials through clever resource planning. If our customers are satisfied, so are we. We understand what drives others and continue to support these goals with our know-how.



VALUES

Reliability and fairness

dresden elektronik stands for fairness and reliability. With regard to the customer and to our own employees we act as a company acts with foresight, honesty and straight forwardness. This is the only way to ensure a good cooperation on both levels.

Future orientation

dresden elektronik strives for future-oriented development. Doing so, it is important to take responsibility for future generations. This is not only reflected in our training program, but also concerns the environmentally conscious handling of materials in our production and development.

Will to find solutions and professionalism

For more than 30 years, our vision has been based on professionalism and the will to find solutions. In all our products and services, we aim to offer our customers the best solution in a solution-oriented and professional manner.

WE TOGETHER

THE MANAGEMENT CULTURE OF dresden elektronik

Sustainable corporate success is based in a special way on reliable and motivated employees. For this reason, dresden elektronik bears a great responsibility for its employees and is aware of this.

Our management culture is based on shared values, the promotion of performance and individual responsibility and fair dealings with each other.

Wherever people work together, a special culture is created.

We are convinced that innovations can always be traced back to people who work with commitment, intelligence and passion for their work and who think outside of the box.

That's why we give our employees enough space and the opportunity to take on personal responsibility, individually or as part of a team, to contribute creativity and to potential.

As a company, we are committed to flat hierarchies and demand and encourage the professional and personal development of every employee working for us. We are proud to promote and invest in the qualifications of individuals. At dresden elektronik, performance and commitment are particularly encouraged and appreciated.

However, it is not only commitment in everyday work that is important to us. A fulfilling work-life balance increases the performance of everyone.

That's why we attach particular importance to the compatibility of work and private life.

We place a high value on togetherness in the workplace.

We cultivate open-minded and fair dealings with each other. Problems, conflicts and undesirable developments can be addressed openly by our employees.

Our doors are open to every employee.

Our managers are expected to actively support the realization of these principles and set an example through exemplary personal conduct.

They also are expected to treat employees with respect and responsibility at all times and listen to their concerns.

TOGETHER

EVERY EMPLOYEE COUNTS

Above all, dresden elektronik stands for fair working conditions and high occupational safety standards.

We pay attention to appropriate working conditions for our employees, which comply with the legal conditions, offer fair remuneration and comply with labor law requirements.

We observe the core labor standards of the International Labor Organization (ILO) and outlaw all forms of forced, slave or child labor.
This applies to the entire value chain of dresden elektronik.

Without healthy employees, we cannot do our work. Therefore, the health of our employees and safety at work are very important to us.

For us it is important that employees do not have any conflicts of interest or loyalty with the company.

For this reason, we ensure that our employees feel comfortable in the company and can identify with it. Regular discussions and an „open door“ principle are intended to ensure a pleasant and open working atmosphere.

We are committed to ensuring that our employees feel comfortable during their working hours. Should problems or displeasure, uncertainty or annoyance arise, these are dealt with fairly and equitably. „Together instead of alone“ is the motto.

Only together as a team we can keep dresden elektronik moving forward.

Equal treatment has a major role at dresden elektronik.

We respect and promote the applicable regulations for the protection of human rights as a fundamental requirement. A corporate culture of equal opportunity is of great importance to us.

We promote this and prevent discrimination in the hiring of employees as well as in the promotion process.

We treat all employees equally - irrespective of gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation or ideology.

Solidarity with refugees, persecuted, disabled and/or discriminated against applies without question.

COMPANY CULTURE

CORPORATE PROPERTY AND CONFIDENTIALITY

The company property of dresden elektronik is to be protected by all employees. The private use of company property is only permitted if this is provided for individual, collective or company regulations that provide this.

The company therefore requires all employees to handle all tangible and intangible assets of the company carefully and appropriately, as these form the basis for our business. In addition to operating resources, this also includes industrial property rights. The removal of company property from the business area is prohibited unless express permission has been granted.

Violations of this principle may be prosecuted under criminal and civil law.

When dealing with business information, dresden elektronik applies the principle of confidentiality. In addition, the company is committed to the security and protection of sensitive and personal data.

Each employee is subject to a duty of confidentiality with regard to the internal affairs of dresden elektronik vis-à-vis third parties, unless they have previously been lawfully published or made accessible to third parties. The duty of confidentiality continues after termination of the employment relationship.

dresden elektronik attaches great importance to the observance of data protection and personal rights.

This also includes the correct handling of personal data of employees, customers and business partners.

Every employee is therefore obligated to comply with the data protection regulations and internal data protection guidelines.

Our business activities require worldwide electronic exchange. We are aware of the risks involved are well known to us. Here security is our top priority.

Business data must be protected from unauthorized access by third parties by applying high technical and organizational security standards.

ENVIRONMENTAL MANAGEMENT

ENVIRONMENTAL PROTECTION AS A SELF-EVIDENT GOAL

For dresden elektronik, environmental protection is not only a central corporate goal.

We see the consideration of national standards as our minimum requirement.

In all our corporate activities, we act sustainably and bear ecological, social and economic responsibility.

Protecting our environment requires us to take into account both economic and ecological concerns.

As a modern company, dresden elektronik places great value on innovation - also in the environmental sense. Sustainability and constant further development are most important.

As a result, we are working to continuously optimize our products and our technologies with regard to resource management and compliance with environmental standards.

We take into account the requirements in the manufacturing process, in goods management and in the development of new product processes, because ecological aspects are an important component during the development of our product portfolio.

When it comes to disposing of production waste, we also choose the most environmentally friendly disposal method that is justifiable from our economic point of view.

In addition, each individual employee is responsible for observing and carrying out environmentally conscious actions in his or her daily work.

We therefore also expect our business partners to comply with all environmental protection measures.

SUPPLIER MANAGEMENT

OUR UNDERSTANDING OF SUSTAINABILITY AND TRANSPARENCY IN SUPPLIER MANAGEMENT

dresden elektronik sees sustainability as an essential part of its business processes. We procure raw materials, goods and services from suppliers to ensure the sustainable success of our customers with innovative product and service solutions. For this reason, we integrate suppliers directly into our sustainability strategy.

In our procurement activities, we also pay attention to social and ecological aspects such as human rights, working conditions, corruption prevention and environmental protection.

dresden elektronik expects

- its suppliers to comply with the applicable national laws and the principles of the United Nations Global Compact in their activities
- that its suppliers prohibit and refrain from any kind of child labor in their companies
- that its suppliers do not permit forced labor in their companies
- that its suppliers promote equal opportunities and equal treatment and prohibit discrimination in the hiring of employees and in the promotion or granting of training and further education measures
- that its suppliers comply with applicable national environmental laws, regulations and standards
- that its suppliers establish and apply an appropriate environmental management system (e.g. in accordance with ISO 14001) to minimize environmental impacts and hazards and to improve environmental protection in daily business operations
- that its suppliers do not misuse invitations and gifts for influencing purposes
- that suppliers do not demand unreasonable advantages from employees of dresden elektronik
- that suppliers comply with the relevant legal obligations for the prevention of money laundering and do not participate in money laundering activities

A trusting supplier relationship can only be established if the above-mentioned aspects are observed.

In harmony with our suppliers, we can provide customers and partners with clearer communication and a cleaner delivery process.

GIFTS AND BRIBES

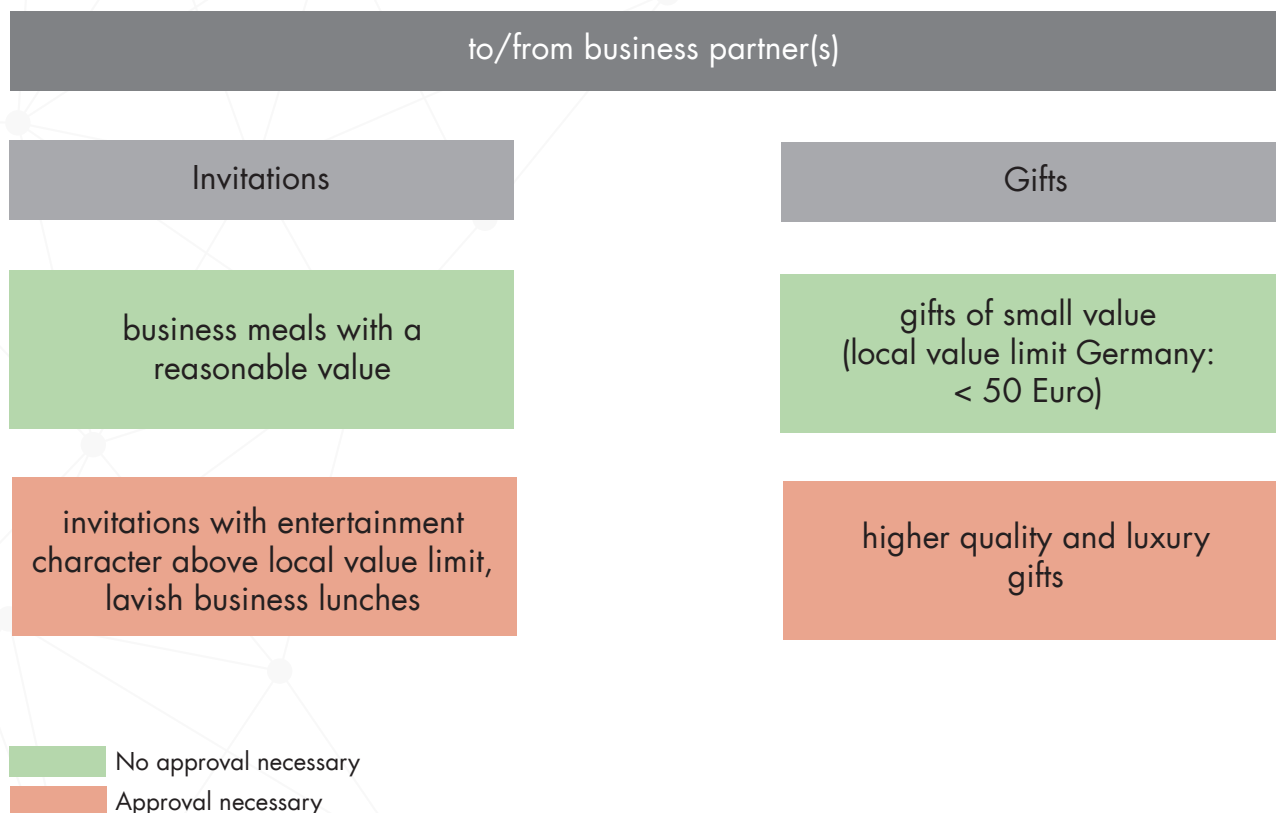
ACCEPTANCE OF GIFTS AND DONATIONS

The appearance of corruption must be avoided at all costs. Therefore, we do not solicit or accept gifts or gratuities from customers in order to obtain personal benefits that could influence one's conduct with respect to one's own behavior with regard to one's own activities for the company. Likewise, gifts to employees are only offered within the scope of what is customary for the business relationship and to an appropriate extent.

The giving or acceptance of a gift or an invitation must always be in accordance with internal regulations and applicable laws. Gifts or invitations exceeding the local value limit must be approved.

Before making business decisions, the acceptance of gifts and/or invitations should be refrained from.

In general, the behavior in dealing with invitations or gifts can be explained in explained in the following scheme.



CLOSING WORDS

COMPLIANCE AND COMPLAINT PROCEDURES

This corporate statement summarizes the key principles and basic rules governing our actions and our conduct towards business partners and the public.

Responsible corporate management includes compliance with dresden elektronik is committed to communicating and enforcing the guiding principles of our company.

Our company stands for honest actions in everyday business. We also expect this from our business partners.

Our common goal is to take responsibility for our company. This includes social, ecological and ethical behavior.

The overall responsibility for compliance with the corporate mission lies with the management.

Cases of abusive behavior can be reported to them. All complaints received will be investigated.

The management undertakes to maintain secrecy with regard to maintain confidentiality about those reportings.

Company: _____

Place, date: _____

Signature: _____



**CODE OF CONDUCT |
CORPORATE MISSION**

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