

## Introduction

The DOMMEL GmbH is a medium-sized and owner-managed family business, which is internationally active as a service provider in the field of electronics. DOMMEL GmbH produces high-performance system solutions that are used in a wide variety of industries.

This Code of Conduct defines the basic requirements of our company. We expect both our business partners as well as our employees to respect the defined values and to implement them in their daily work.

## 1 Principles of DOMMEL GmbH

### 1.1 Human rights and working conditions

DOMMEL GmbH is committed to uphold all international recognized human rights and requires, that these rights be respected. There must be no violation of these rights or participation in human rights violations.

### 1.2 No discrimination and respect

DOMMEL GmbH is committed to equal treatment of all employees both during the application process and during the period of employment. Decisions are made regardless of skin color, race, ethics, political affiliation, social background, gender, disability, sexual orientation, material status, religious beliefs or age. We protect our employees from mental cruelty, sexual harassment and discrimination in any form and to not tolerate any of these practices.

### 1.3 Working hours, wages and additional benefits

DOMMEL GmbH is of the opinion, that everyone has the right to a fair salary that does justice to human dignity. This includes reasonable salaries and working hours with paid vacations. The minimum wage must be observed and working time regulations are always adhered to. Neither female nor male employees are given preferential treatment or discriminated against.

## 1.4 Health and safety

DOMMEL GmbH takes appropriate measures to ensure, that accidents are avoided and a safe working environment is created. We are committed to promote the health of our employees. The legal framework conditions are observed and complied with. We provide our employees with regular instructions on occupational health and safety.

## 2 Observance of environmental protection

DOMMEL GmbH is committed to minimize adverse environmental impacts and to continuously improve environmental protection. Environmental burdens are contained by an efficient use of energies and resources. We focus on reusability, recycling and avoidance of waste. We are aware of the responsibility for future generations and comply with the regulations and standards for the protection of the environment.

## 3 Fair operating practices

### 3.1 Anti-corruption and bribery

The DOMMEL GmbH attaches great importance to equal opportunities and compliance with all laws of fair competition. We reject all forms of corruption, bribery and extortion. Decisions must not be influenced by grants or gifts from partners.

### 3.2 Avoiding conflicts of interests

The DOMMEL GmbH avoids situations which lead to a conflict between personal and business interests. In the event of such a situation, the management demands immediate disclosure of the circumstances. Employees personal or business interests must not influence business decisions.

### 3.3 Respect data privacy

The DOMMEL GmbH guarantees, that personal data is protected and that the legal data protection regulations are complied with. Especially in today´s digitalized world, personal data requires special protection. We are aware of the high responsibility in dealing with personal data and its sensibility.

### 3.4 Export control and customs regulations

The DOMMEL GmbH observes the regulations regarding export control and customs regulations. The foreign trade regulations when trading or transporting goods are carefully observed.

## 4 Conclusion

The DOMMEL GmbH expects from all business partners and employees to behave in accordance with the Code of Conduct and always act in the best interest of the company and their colleagues. In the event of violations or questions regarding the Code of Conduct, both the management and the direct supervisor are available to help.

Failure to comply with the requirements of the conduct, statutory provisions and internal regulations can have serious consequences both for individuals and for the DOMMEL GmbH. For this reason, grossly negligent misconduct within the scope of legal requirements, without regard to rank or position, will result in consequences. The DOMMEL GmbH creates a fear-free working atmosphere and a corporate culture that allows everyone to point out misconduct and violations without risk.

Wassertrüdingen, 21.10.2021

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Place, Date



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Frank Dommel  
CEO DOMMEL GmbH