

Compliance Policy





PREAMBLE

The German Institute for Rubber Technology (DIK) recognizes its social and ecological responsibility towards its own employees, towards the companies with which it maintains business relationships, towards the environment and climate, and towards global society. This applies regardless of whether it carries out its activities in or outside Germany.

The DIK Compliance Policy is a voluntary commitment by the DIK to fair, sustainable, and responsible ethical conduct.

The ethical guidelines described in the DIK Compliance Guidelines are minimum standards. We are free to apply additional or stricter requirements.



1. General principles

We, the DIK, are committed to fulfilling our responsibility to society, the environment, and the climate in all our activities. We behave fairly toward our business contacts and competitors. We protect the health and rights of our employees in the workplace.

It goes without saying that we comply with the applicable laws and other relevant regulations of the countries in which we operate in all our business activities and decisions. If local laws and regulations are less restrictive, our actions are guided by the principles of this Compliance Policy.

2. Integrity

Rejection of corruption

When dealing with companies with which we have business relationships and government institutions, we strictly separate our interests from the private interests of employees on both sides. Actions and decisions are made free of irrelevant considerations and personal interests. The applicable criminal law on corruption is observed. Among other things, the following must be observed:

- The granting of personal benefits (especially monetary benefits such as payments and loans, including the granting of small gifts over a longer period of time) by us or our employees to civil servants, employees, or other public officials with the aim of obtaining advantages for us or individual employees or third parties is not permitted.
- Monetary personal benefits may not be offered, promised, granted, approved, demanded, or accepted in our business relationships, nor may we allow ourselves to be promised such benefits. Our management and employees may not offer, promise, demand, grant, or accept any gifts, payments, invitations, or services in business transactions that are granted with the intention of influencing a business relationship in an impermissible manner or that could jeopardize the professional independence of the business relationship. This is generally not the case for gifts and invitations that are within the scope of customary business hospitality, custom, and courtesy.

Optionally, we issue our own binding guidelines on the acceptance and granting of gifts, hospitality invitations, and events by employees of our company. These guidelines may regulate exceptions with regard to appropriate, low-value, and symbolic gifts, appropriate business meals, and appropriate events.



Fair competition

We respect fair competition. We comply with applicable laws that protect and promote competition, in particular applicable antitrust laws and other laws regulating competition. In dealing with competitors, these regulations prohibit, in particular, agreements and other activities that influence prices or conditions, allocate sales territories or customer companies, or impede free and open competition in an impermissible manner. We do not enter into agreements with our customer companies that would restrict their freedom to autonomously determine their prices and other conditions for resale (price and condition setting). In view of the fact that the distinction between prohibited cartels and permissible cooperation can be problematic, we provide our employees with a contact person who can be consulted in cases of doubt.

Protection of confidential information and intellectual property

We comply with the applicable laws on the protection of trade secrets and treat confidential information from our business contacts accordingly. Our employees are obliged to observe trade secrets and respect intellectual property.

Data protection

We comply with the legal requirements for the protection of personal data of our employees, members of companies with whom we have a business relationship, and our investors.

Transparency

We comply fully and in a timely manner with our statutory disclosure and reporting obligations.



3. Social responsibility

Respect for human rights

We respect and support compliance with internationally recognized human rights (), in particular we protect and guarantee

- the personal dignity, privacy, and personal rights of every individual;
- the right to freedom of opinion and expression;
- the appropriate treatment of employees, without physical or psychological hardship, sexual or personal harassment, or discrimination.

Prohibition of forced labor

We strictly reject forced labor, modern slavery, or comparable measures that deprive individuals of their liberty.

Prohibition of child labor

We comply with the United Nations regulations on human and children's rights. In particular, we comply with the Convention concerning Minimum Age for Admission to Employment (Convention 138 of the International Labor Organization) and the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (Convention 182 of the International Labor Organization). If national regulations on child labor stipulate stricter standards, these shall take precedence.

Promotion of diversity and equal opportunities

We promote equal opportunities and oppose all forms of discrimination. We treat all people equally, regardless of gender, age, skin color, ethnic or cultural origin, sexual identity and orientation, disability, religious affiliation, ideology, or other personal characteristics.

Protection of health and occupational safety

We ensure occupational safety and health protection in the workplace in accordance with international standards and the respective national regulations. We implement measures for continuous improvement. We ensure that all our employees are instructed in occupational safety and health protection within the scope of their work.

Freedom of association and collective bargaining

We respect our employees' right to freedom of association and assembly, as well as their right to collective bargaining and wage negotiations within the framework of the applicable rights and laws.



Remuneration and working hours

Remuneration is based on applicable laws and, where applicable, existing binding collective agreements, and is supplemented by the relevant national minimum wage laws. Employees are informed clearly, in detail, and regularly about the composition of their remuneration. We comply with applicable laws and labor standards regarding the maximum permissible working hours.

4. Environmental responsibility

Environmental and climate protection

We are committed to protecting the environment and climate for current and future generations in a sustainable manner. We comply with relevant laws and international agreements. We strive to continuously improve our environmental and climate protection measures. We encourage and support our employees to act in an environmentally and climate-conscious manner.

5. Supply chain

Requirements for suppliers

We communicate the principles of this DIK Compliance Guideline to the companies that supply us directly and require them to comply with it.

Consumer interests

Insofar as consumer interests are affected, we comply with relevant laws and appropriate sales, marketing, and information practices.

6. Compliance

We will inform our employees about the content of the DIK Compliance Policy and the resulting obligations. We base the design and, if necessary, adaptation of our guidelines and processes on the principles of the DIK Compliance Policy. We offer our employees and business contacts access to a protected mechanism for confidentially reporting possible violations of the principles of this compliance policy.