



Code of Conduct

DSC Software AG
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DSC Software AG

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Content responsibility: DSC Software AG, 01/2024

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1. General principles



Integrity

DSC Software AG, in the following called DSC, aligns their business actions and decisions with generally valid, ethical values, especially around integrity, credibility, and respect for human dignity.



Credibility

The basis for the company's long-term success and continuous growth is a combination of a respectful and cooperative teamwork, as well as the conscious assuming of social responsibility which is based on a group-wide uniform understanding of values, behavior in the business environment, and the teamwork within DSC.



Transparency

This suitably promotes transparency, responsible leadership, and control.



DSC scope

The code of conduct contains binding rules which must be respected by the board and all DSC employees.

The code of conduct is the basis and guideline for meeting ethical and legal challenges in daily work.

All employees can refer to the board with questions and suggestions on this behalf.



Scope of supply chain

Additionally, DSC expects their suppliers to respect the guide values of this code of conduct. DSC supports them therein best possible, and asks them to do the same within their own supply chains.

If a supplier does not follow these rules, in case of a violation, DSC reserves the right to take appropriate measures according to the severity of the violation. DSC can, among other things, ask the supplier to rectify the breach immediately, claim damage compensation, or end the business relationship with this supplier. DSC can decide, at their own discretion, to waive such measures and search for an alternative solution instead, as long as the supplier guarantees to take countermeasures immediately in order to avoid such conduct in the future. Under no circumstances will DSC tolerate a deliberately irregular behavior of suppliers that endangers DSC's reputation or causes noticeable disadvantages or consequences for DSC. DSC will sanction such behavior accordingly.



Compliance with laws

For the exercise of contractual obligations, DSC commits to comply with the respectively applicable national and international laws and regulations. This also applies to import, export, or domestic trade of goods, technologies, or services, but also to payments and capital. DSC does not tolerate any breaches of economic embargoes or restrictions on trade, import, or export controls, nor the financing of terrorism.

2. Conduct towards competitors, business partners, and third parties



Competition and antitrust law

DSC respects the rules of fair and open competition and does not enter into any agreements that affect competition in any unlawful way.



Corruption

DSC explicitly opposes any form of corruption in Germany and abroad, and already avoids the impression of wanting to influence business decisions by unlawful business practices.

DSC's financial assets must be used responsibly and not for personal enrichment – this applies also to working hours.

Employees are not allowed to use business relations of DSC for their own advantage or that of others or for DSC's disadvantage.

This means in particular that in business transactions no employees grant or accept illicit private advantages such as money, material assets, or services that can be used to influence a proper decision.

All DSC employees are obligated to consult with or seek help from the executive board in case of suspicious facts, or legal doubts regarding potential cases of corruption or economic crime.



Donations and sponsorships

Donations are only made on a voluntary basis and without expecting anything in return. Donations and sponsorships must not be intended for covertly promoting decisions in the interest of DSC.

The donation must be transparent. The recipient of the donation and the correct usage by the recipient need to be known.

At any time, it must be possible to account for the reason for the donation and the usage according to the intended purpose. Donation-like remunerations must be refrained from.



Money laundering

DSC does not tolerate money laundering.

All employees are obligated to strictly comply with anti-money laundering laws.

Furthermore, they must immediately inform the board about suspicious payment methods or other transactions that indicate money laundering.



Fraud and damage

DSC does not support any form of fraud or fraudulent crimes in the form of misappropriation, theft, embezzlement, or tax evasion. This applies whether the company assets of DSC or the assets of third parties have been damaged.

3. Handling of information



Confidential business information

Employees of DSC are obligated to keep secret confidential business information and other internal affairs. This obligation of discretion does not end in case of a contract termination.

This applies accordingly to not publicly accessible information about contract partners, customers, or other third parties.

Information and data are handled with appropriate care and it is ensured that no information is forwarded without written consent. The data provided by DSC may only be used for the business purposes agreed upon.



Data protection and information security

The protection of data from DSC employees, customers, or other third parties is of particular importance. The data is protected at best under the current laws, regulations, and standards.

Beside the general confidentiality, the data privacy regulations, and therefore the provisions according to BDSG | Federal Data Protection Act and GDPR apply. Each employee is responsible for the appropriate handling of their login data.

In particular, it is forbidden to process, disclose, make accessible, or use in any other way protected personal data without authorization for any other purpose than the one necessary for fulfilling the respective legitimate task. This obligation to data protection also continues after contract termination.



Duty of truthfulness

All reports and other written documentation must be created correctly and truthfully. This applies irrespective of whether the documents are for internal use or for external use. Data collection or other recordings must therefore be based on the principles of proper accounting, and they must be always complete and correct.



Protection of intellectual property

DSC greatly values the protection of intellectual property of DSC, which encompasses, for example, products, developments, concepts, copyrighted works and information, regardless of their economic value. Intellectual property must be respected and protected and must not be violated. Furthermore, the right to one's own image must be respected, and third-party material must not be claimed as one's own.

4. Avoidance of conflicts of interest



Loyalty of employees

DSC expects their employees to be loyal.

DSC takes care that their employees do not get into situations where personal or financial interests collide with the interests of DSC or their business partners, customers, or other third parties.

Employees of DSC have to immediately inform the board of any personal conflicts of interest that could exist in connection with their work.

5. Principles of social and ecological responsibility



Social responsibility

Social responsibility is an essential part of value-oriented management and a significant factor for long-term company success.



Human rights and child labor

DSC respects and supports the UNO Guiding Principles on Business and Human Rights. Furthermore, DSC commits to the Universal Declaration of Human Rights as well as the basic labor rights according to the declaration of the International Labour Organization (ILO) and DSC decidedly opposes child labor and forced labor in any form.



Principle of non-discrimination, equal opportunities

Discrimination of employees or third parties is not tolerated. DSC vehemently opposes the unacceptable treatment of employees, in particular sexual or verbal harassment. DSC promotes equal opportunities among their employees. The collaboration, internally at DSC and externally with partners, customers, suppliers, and other third parties is free from harassment, mobbing, or intimidation.



Worker's rights, occupational safety, and health protection

DSC respects the current national laws and work standards regarding appropriate remuneration and maximum working hours. This also encompasses the adherence to all legal regulations regarding the general minimum wage in Germany. DSC takes care of fair working conditions in general, as the safety, health, and well-being of all employees is the top priority.

Occupational safety and health protection in the workplace are an integral part of all operational processes. From the planning phase, these aspects are considered for technical, economical, and social matters and are ensured within the national regulations throughout all areas.



Environmental and climate protection

DSC promotes sustainable environmental and climate protection, as well resource efficiency, and takes care to keep the effects for the environment and the climate as small as possible. Therefore, all employees have the responsibility to handle natural resources carefully, and to contribute to the protection of environment and climate with their individual behavior.

6. Compliance with the code of conduct



Communication of the code of conduct and regular check

DSC familiarizes their employees with the contents covered in this code of conduct and explains the obligations resulting from it, and communicates these also to their subcontractors.

DSC takes all necessary steps for implementing the fundamental values and requirements included in this code of conduct with appropriate organizational measures, as well as appropriate guidelines and processes in all business areas.

In case of a reasonable ground for suspicion, DSC reserves the right to verify the compliance with this code.



Communication and consequences of violations

All employees of DSC are obligated to immediately inform the board about (potential, including imminent) violations of laws, internal regulations, and this code of conduct that they witness.

Reports of violations of this code are handled as strictly confidential and have no negative consequences for the employees making these reports, unless an untrue issue was being reported deliberately.

Based on the severity, violations of the code of conduct or legal provisions can lead to disciplinary or liability consequences, or even penal sanctions.