



DIETRICH TEIGLER NACHF.
GmbH & Co.KG
Elastomer- and Thermoplastics

CODE OF CONDUCT

for Members of VTH Verband Technischer Handel e.V.

1. General Principles

The undersigned company bases its business activities and decisions on universally held ethical values, in particular those of integrity, credibility and a respect for human dignity. It uses suitable means to promote transparency, responsible management and company accountability.

*Integrity
Credibility
Transparency*

The Code of Conduct applies to all sites and business units of the undersigned company in all countries in which it operates. The management leads by example when implementing and following the guiding principles.

Scope

The undersigned company expects its suppliers to observe the guiding principles set out in the Code of Conduct, will support them in doing so to the best of its ability and asks them to do the same with regard to their supplier chains.

Supply chain

The undersigned company observes the laws and other regulations of the countries in which it operates. This also applies explicitly to provisions of national, European and international legislation on chemicals as well as embargo and export control regulations.

Compliance with laws

2. Conduct towards Competitors, Business Partners and Third Parties

The undersigned company observes the rules of fair and open competition and does not enter into any agreements that affect competition in an unauthorised manner.

*Competition and
antitrust law*

The undersigned company is expressly opposed to any form of domestic or international corruption and avoids even the appearance of wanting to influence business decisions through unfair business practices.

Corruption

No employee may use his/her position at the undersigned company to demand or accept undue advantages for him/herself or third parties.

The provision of tangible or intangible contributions to a business's employees or contractors in return for preferential treatment in commercial transactions is prohibited.

*Invitations
and gifts*

Invitations, for example to business dinners or events, in line with standard business practices may be offered and accepted under the proviso that they are not used to gain unauthorised preferential treatment. The same applies to the acceptance or offering of gifts.

Officials

The provision of benefits of any kind to officials, other public officers or representatives of public institutions, including indirectly via third parties, is expressly prohibited.

Parties and elected representatives

In the event of contributions to parties and political organisations, as well as to elected representatives and candidates for political offices, the applicable laws will be observed.

The services of consultants, agents and other business mediators must not be commissioned to circumvent the ban on bribery.

Consultants and agents

Any donations are made on a voluntary basis and without any expectation of a service in return. Donation and sponsoring activities must not be configured to mask the promotion of decisions to the benefit of the company.

Donations and sponsoring

3. Prevention of Conflicts of Interest

The undersigned company expects loyalty from its employees. It ensures that its employees do not end up in situations in which their personal or financial interests conflict with those of the company or its business partners.

Employee loyalty

Secondary employment and shares in competitors or business partners must not impair the company's interests. The same applies to shares held by immediate relatives or partners.

Secondary employment and shareholdings

4. Handling Information

The undersigned company obliges its employees to treat any trade or business secrets and any other internal matters as confidential. This also applies to the non-publicly available information about contracting partners and customers.

Trade and business secrets

The undersigned company guarantees compliance with data protection regulations. Personal data may only be collated, processed and used to the extent permitted by the relevant laws. Documents containing employees' personal details will be treated as confidential and secured against unauthorised access.

Data protection

5. Principles of Social Responsibility

Social responsibility is an indispensable part of value-oriented company management and a key factor in sustainable company success.

Social responsibility

The undersigned company respects and supports internationally recognised human rights. In this context we also keep a permanent dialogue with our suppliers in order to prevent the distribution of products containing raw materials from conflict regions.

Human rights

Our company observes the ban on child labour and forced labour in any form.

Child labour

The discrimination of employees and third parties is not tolerated. The undersigned company takes a strong stance against the unacceptable treatment of employees, in particular sexual or verbal abuse.

Ban on discrimination

The undersigned company promotes equal opportunities among its employees.

Equal opportunities

The employees' freedom of assembly and association is recognised providing it is legally permissible in accordance with national regulations. The undersigned company observes the valid national laws and work standards with regard to appropriate wages and maximum working hours. As a matter of course this also encompasses compliance with all provisions of the German Minimum Wage Act. The undersigned company provides overall fair working conditions.

Employee rights

Occupational health and safety is guaranteed within the scope of national regulations.

Occupational health and safety

The undersigned company is committed to observing the valid environmental standards for its commercial site and ensures that it complies with laws.

Environmental protection

If consumer interests are affected, the company will observe the regulations that protect consumers.

Consumer interests

The undersigned company contributes to the social and economic development of the country and region in which it operates.

Social commitment

6. Observation of the Code of Conduct

The undersigned company informs its employees of the areas regulated by the Code of Conduct and explains the resulting obligations. It actively communicates the principles of the Code of Conduct to its business partners.

Communication

The undersigned company introduces all necessary steps to implement the principles contained in the Code of Conduct in all business areas through suitable organisational measures and appropriate guidelines and processes. *Regulations and processes*

It undertakes to regularly monitor the observation of these. *Regular controls*

All employees are obliged to inform their direct manager, the specified contact person or another person at the company authorised to receive information about any serious breaches of laws, internal regulations or the Code of Conduct. The person reporting the breach must not be subject to any disadvantages. *Notification of breaches*

Depending on their severity, breaches of the Code of Conduct and legal regulations can have consequences under labour and liability laws and also give rise to criminal sanctions. *Consequences of breaches*

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