

# CODE OF CONDUCT

The compliance to laws and rules is a cornerstone of sustainable business activities for Daxner GmbH. Together with the Corporate Mission Statement, our Code of Conduct sets clear standards for integrity and fair business practices as well as ethical principles.

## BRIBERY OR CORRUPTION

Daxner GmbH does not tolerate any form of bribery or corruption. All employees, business partners and their employees must act in such a way that no personal dependence, obligation or influence arises. We expect our employees and business partners to conduct business in a manner that is based on fairness and compliance with applicable national and international standards. If in a respective country gifts conform to the custom and politeness, it is to be noted that thereby no obligatory dependencies arise and the valid national norms are kept.

## COMPLAINT MANAGEMENT

The Code of Conduct and our Corporate Mission Statement are binding for all employees of Daxner, regardless of their respective function. Complaints or indications of violations of these standards can be reported at any time to the Daxner compliance department. The reporting person is constrained to report only complaints or information, of which correctness the reporting person is in good faith. This complaint procedure is not only available to employees, but also to business partners and other persons seeking advice or pointing out grievances.

Persons who report such observations will not be subject to any sanctions or discrimination on the part of Daxner GmbH, the management, executives or employees. This also applies to persons who contribute with important information to the investigation of such misconduct.

The identity of employees and others who report known or suspected violations will be treated confidential. All business partners must guarantee to refrain from any disadvantageous measures or disciplinary measures against the notifying persons.

**Please use the following email address to contact the compliance department of Daxner:**

[compliance@daxner.com](mailto:compliance@daxner.com)