

DIANA Electronic-Systeme GmbH is aware of its social responsibility towards customers, business partners, employees and the environment. Compliance with ethical standards and the creation and maintenance of a fair and respectful working environment are important for the company. The following Code of Conduct supplements these guidelines of DIANA Electronic-Systeme GmbH. Both the company and its employees are committed to the principles listed below. They form standards of conduct, set out the framework for entrepreneurial and social action and define values for this purpose.

1. SCOPE OF APPLICATION AND EMPLOYEE RESPONSIBILITY

This Code of Conduct is binding for all employees of DIANA Electronic-Systeme GmbH, including management.

2. ETHICAL CONDUCT AND OBSERVANCE OF APPLICABLE LAW

Every employee is obliged to maintain high standards of ethical conduct and to comply with all applicable national and international laws. Every employee must act fairly, respectfully and trustworthily in all activities and business relationships and maintain and promote the reputation of DIANA Electronic-Systeme GmbH. Every employee is obliged to respect human rights. In particular, any form of discrimination, whether based on race, ethnic origin, age, religion, ideology, gender, sexual identity, marital status, disability or any other characteristic, is prohibited if it violates any applicable law.

3. FAIR WORKING CONDITIONS

All employees of DIANA Electronic-Systeme GmbH must ensure a safe and healthy environment. Safety regulations and practices must therefore be strictly observed. As a socially responsible employer, DIANA Electronic-Systeme GmbH regards its employees as a great asset. The personnel policy of DIANA Electronic-Systeme GmbH offers every employee the opportunity for professional and personal development. An open exchange of opinions, criticism and ideas are encouraged. Any form of child or forced labor is prohibited, as are working conditions or treatment methods that violate national or international laws and customs. Harassment, intimidation and mobbing of any kind are prohibited.

4. ENVIRONMENTAL PROTECTION

DIANA Electronic-Systeme GmbH attaches great importance to protecting the environment and conserving natural resources. We act in an environmentally conscious manner and comply with the environmental requirements imposed on us. We deal responsibly with natural resources and are guided by the principle of sustainability. Through appropriate management responsibility on the part of the management and the commitment of the employees, our company wants to make its business environmentally friendly and is constantly working on improving the ecological balance. Every employee must contribute to this through his or her own conduct.

5. PROTECTION OF CORPORATE ASSETS

Every employee must protect the company's assets from misuse and loss. Company assets may in principle only be used for business purposes, unless private use is expressly permitted. Every employee must also protect the intellectual property of DIANA Electronic-Systeme GmbH, such as patents, trademarks or know-how, from attack or loss. The intellectual property of others must be respected.

6. DEALING WITH INFORMATION

Business secrets and other sensitive information must be kept confidential and protected from unauthorised access. This also applies to inventions and other know-how. Employees who have access to trade secrets and other sensitive information must not pass them on to third parties without authorisation or use them for purposes other than official business. Business documents and data carriers must be protected against unauthorized access by third parties. Personal data may only be collected, used and stored in accordance with the applicable data protection regulations.

7. BEHAVIOUR IN COMPETITION

The purpose of antitrust law is to ensure and maintain free and undistorted competition in the interests of all market participants. Every employee is therefore obliged to comply with the applicable antitrust laws and other laws regulating competition.

8. CORRUPTION

Corruption is rejected in all business dealings at home and abroad. We refrain from doing business and from achieving internal goals if this can only be achieved by violating the law.

In particular, the following is prohibited:

- To offer, promise or grant a personal, economic or other advantage to domestic or foreign officials for the performance or omission of an official act.
- To offer, promise or grant personal, economic or other advantages to employees or representatives of domestic or foreign companies.
- To have acts of corruption carried out with the help of others, e.g. with the help of relatives, friends, traders, consultants or intermediaries.
- Support unlawful actions of others.
- To demand or accept personal, economic or other advantages from business partners or their employees.

Excluded from the above prohibitions are gifts and invitations in the context of business relationships with business partners who act in the context of normal business hospitality, customs and courtesy, if no laws are violated.

9. COMBATING MONEY LAUNDERING

DIANA Electronic-Systeme GmbH only cooperates with reputable business partners who comply with legal regulations and do not use illegal funds. Every employee must comply with the laws against money laundering and immediately report any suspicious facts that indicate money laundering.

10. IMPLEMENTATION AND MONITORING

The rules contained in this Code of Conduct form a core part of DIANA's corporate culture. Uniform adherence to these principles is indispensable. Every employee is responsible for this. Violations of this Code of Conduct lead to consequences. In serious cases, this can lead to termination of the employment relationship.



Martin Weller
Managing Director
DIANA Electronic-Systeme GmbH