CODE OF CONDUCT

FOR EVERYONE WHO WORKS FOR AND WITH DANUTEC



Version: 28.10.2026

1. Our philosophy

Danutec Composites GmbH stands for responsibility, reliability and sustainability. Our Code of Conduct forms the basis for respectful and legally compliant cooperation. It applies to all employees, including temporary staff, managers and business partners. We act in accordance with our values and take responsibility for our actions. Everyone is obliged to know the contents and apply them in their daily actions.

2. Integrity and legal compliance

We comply with applicable laws and internal guidelines. Honesty, transparency and fairness shape our actions. We do not tolerate any form of corruption, bribery or money laundering. Conflicts of interest must be disclosed and avoided. Decisions are made solely on the basis of objective criteria, never due to personal advantages.

3. Gifts, hospitality, invitations

The actions of employees and business partners must not be influenced by the acceptance of favors. Accepting or offering gifts is prohibited for employees. Exception: Low-value tokens of appreciation (e.g. promotional items, pens, calendars) are permitted if they are of low value and customary in the region. Reference value: maximum € 30 per gift. Invitations to business meals are permissible if they are customary, appropriate, and do not create the appearance of dependency or influence.



4. Respect for human rights

We respect the dignity of every person. We strictly reject discrimination, child labor and forced labor. Diversity and equal opportunities are a matter of course for us. We promote an inclusive working environment in which everyone can feel comfortable.

5. Health and safety

The safety and health of our employees have the highest priority. We create safe working conditions and promote well-being. Everyone is responsible for themselves and others. Accidents and risks should be actively avoided. Everyone is obliged to report hazards immediately and contribute to improving safety standards.

6. Sustainability and environmental protection

Danutec's environmental management system is certified to ISO 14001. We are committed to complying with all applicable laws, standards and regulations, and we communicate this commitment to our customers, employees, suppliers and the wider community. We are committed to protecting the environment and using resources sparingly. Sustainability is part of our corporate strategy. We focus on environmentally friendly processes and products along the entire value chain. Environmental management also means reducing emissions, disposing of waste properly and continuously seeking environmentally friendly solutions.



7. Confidentiality and data protection

Protecting confidential information and personal data is a matter of course for us. We handle data carefully and comply with all legal requirements. Trade and business secrets must be kept confidential, even after termination of employment.

8. Fair competition and business ethics

We act fairly and in accordance with competition rules. We reject price fixing, market allocation or other anti-competitive practices. Our decisions are made objectively and in the interest of the company.

9. Handling of company property

All employees are obliged to use company resources responsibly. Private use is only permitted in exceptional cases and with approval. Misuse or theft of company property is not tolerated and may result in legal consequences.

10. Responsibility and reporting of violations

Everyone is responsible for their own behavior. In case of uncertainties or violations, the supervisor or management must be informed. Reports are treated confidentially. Retaliation against whistleblowers will not be tolerated.
compliance@danutec-composites.com

