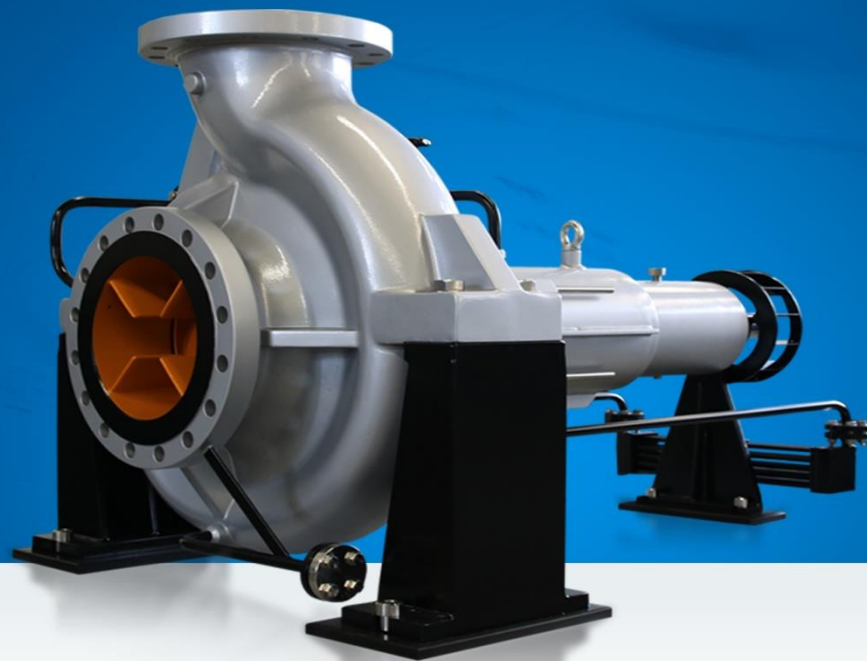




Code of Conduct for Suppliers of Dickow Pumpen GmbH & Co. KG

DICKOW PUMPEN

The family business with 110 years of experience





Code of Conduct for Suppliers

Table of Contents

Preface	3
General principles of behaviour	4
People and health	5
Occupational safety, environmental protection and resource management	6
Liabilities	7
Confirmation of the supplier	8



Code of Conduct for Suppliers

Preface

We, Dickow Pumpen GmbH & Co. KG, are a globally intergrated pump manufacturer and the world's leading supplier of high-quality special and standard pumps. „Made in Germany“ has shaped the success story of our company since its foundation in 1910.

As a global company all our business relationships are based on a uniformly, high sense of responsibility. Our employees as well as our customers, suppliers and all those involved, who contribute to the success of our company, oblige Dickow Pumpen to meet the highest standards of honourable business conduct every day.

In defining our principles of conduct, we have been guided by our corporate values. Therefore, safety at work, the health of our employees, responsible and honest conduct in business transactions, environmental protection as well as the preservation of jobs and fair and respectful cooperation at our company are our top priorities.

Only strict compliance with the applicable laws and regulations, can avoid considerable legal and economic risks for Dickow Pumpen GmbH & Co. KG a therefore also for our suppliers.

We are committed to compliance with the following principles and expressly require our suppliers to recognize and comply with the principles described.

Waldkraiburg, 6 December 2019

Jörg Bornemann
Managing Director



Code of Conduct for Suppliers

General principles of behaviour

Compliance with laws, rules and regulations

Dickow Pumpen expects its suppliers to comply with all applicable laws, rules and regulations in the countries in which they operate and to establish and maintain a system for monitoring compliance with these laws, rules and regulations.

Fighting corruption

Our supplier must comply with the applicable anti-corruption laws and regulations. The supplier must reject any form of corruption, bribery, theft, embezzlement or extortion. Donations and hospitality may only be accepted and granted within the framework of our special internal requirements.

Antitrust

Our suppliers are expected to act in accordance with applicable antitrust law.

Confidentiality and data protection

Our suppliers are expected to use and protect confidential information and data appropriately. They are to be secured by suitable protective measures against access by third parties and may only be made accessible to third parties with the express consent of Dickow Pumpen.

The supplier is obliged to comply with all relevant data protection regulations in the currently applicable version. The supplier ensures that all employees act in accordance with the relevant laws and always respect the personal rights of others.



Code of Conduct for Suppliers

People and health

Rejection of child labour

The supplier and his suppliers have to exclude any kind of child labour. Children are particularly vulnerable, which is why we insist on compliance of the UN Convention on the Rights of the Child CRC. No exceptions are allowed.

Rejection of forced labour

The supplier has to reject any form of forced labour or exploitation of employees. It has to be ensured, that the employees fulfil their work obligations voluntarily and not because of direct or indirect violence.

Right of association

The supplier ensures that employees can exercise their rights as employees. Employees have the right, at their option, to form, join or leave an association or organisation for the purpose of promoting the protection of the interests of employees.

Equal opportunities/Discrimination

Any form of discrimination is prohibited. The supplier respects human dignity. Discrimination based on ethnic origin, gender, religion, age, disability or sexual identity has to be prevented. We expect equal opportunities and equal treatment as essential components of our suppliers' corporate policy.

Wages and social benefits

Employees are expected to receive compensation that meets the minimum national legal standards. Third parties who are involved by the supplier in fulfilling the orders will be required to comply with legal framework conditions.



Code of Conduct for Suppliers

Occupational safety, environmental protection and resource management

Safety and health of employees

The company guarantees occupational safety and health protection at the workplace within the framework of the applicable regulations, supports the constant further development and improvement of the working world, and provides regular information about applicable health and safety standards and safety measures. The working environment is designed in such a way that legal regulations are observed and the health of employees is taken care of.

Environment

Protecting the environment and the climate is a primary goal of the supplier. The supplier is expected to use limited resources, such as water and energy, economically.

Each employee has the responsibility to treat natural resources with care and to contribute to the protection of the environment and climate through their individual behaviour.

Waste and emissions

The supplier is expected to have processes and systems in place, to ensure, that waste is properly handled, moved, stored, recycled and reused. The generation and disposal of wastes, emissions and discharges into water that may affect human health or the environment are adequately minimised, properly managed and controlled.

The supplier adheres to applicable environmental laws and regulations, in particular Regulation (EC) No. 1907/2006 REACH and US Regulation on Conflict Materials CMRT.



Code of Conduct for Suppliers

Liabilities

Compliance with the code

The supplier agrees to the present Code of Conduct of Dickow Pumpen GmbH & Co. KG without changes and exceptions. It is the responsibility of the supplier to ensure the implementation of this code of conduct. The supplier informs its employees and subordinate suppliers about the requirements of this code of conduct.

Monitoring

Dickow Pumpen reserves the right to check the implementation and compliance with our transmitted code of conduct. Our monitoring program includes self-disclosure, statements, certificates and if necessary also an on-site audit.

Ideally, verification should be provided through certified management systems such as DIN EN ISO 9001, DIN EN ISO 14001.

Measures in the event of violations

If violations of these or equivalent standards become known, appropriate steps are actively taken. Depending on the severity of the violation, this may include a request for corrective action and a reassessment of the business relationship.



Code of Conduct for Suppliers of Dickow Pumpen GmbH & Co. KG

Confirmation of the supplier

We, the undersigned, hereby confirm that:

- we have received and acknowledged the Dickow Pumpen Supplier Code 2019, which was published by Dickow Pumpen GmbH & Co. KG,
- we know and comply with all relevant laws and regulations of the countries in which our company operates,
- we report to Dickow Pumpen GmbH & Co. KG all significant suspected cases of violations of the Supplier Code
- we adhere to the principles of the Dickow Pumpen Supplier Code,
- we inform all of our employees, suppliers, subcontractors and their suppliers about the content of the Dickow Pumpen Supplier Code and ensure that they also comply with the provisions contained therein.

Company name:

Location:

Date and signature:

Function of the undersigned: