



dSPACE Declaration of Principle on the Respect for Human Rights

Declaration of Principle

dSPACE is a successful family business that has been shaped by the integrity, honesty, and openness of its founders and the owner family.

dSPACE has grown continually in the past years and now operates internationally. We introduced new management levels and opened dSPACE offices around the globe. The world has become much more complex for our company. There are more rules and laws, and in some cases they can be comprehensively understood only with the help of technical experts. It is therefore all the more important that we live up to our high standards of integrity and honesty and live them consistently.

Our corporate values are the foundation of our **corporate culture**. They are the **core values** for our corporate leadership and our employees. They serve as guidelines for how we should behave and act. In particular, the respect for **human rights** in our company well as in our dealings with business partners forms the foundation of our actions. Human dignity is inviolable and must be protected by respecting human rights. We consider this to be our corporate responsibility.

With this declaration of principle, we expressly position ourselves in favor of the subject of human rights.

- We respect, protect, and promote the applicable regulations for the protection of human and children's rights worldwide.
- We are committed to the principles of the **United Nations Global Compact**, comply with these ourselves, and also support the protection of and compliance with them in our collaboration with our business partners.
- We reject any use of child labor and forced labor as well as any form of modern slavery and human trafficking.
- With our **Code of Conduct**, we are anchoring our commitment to respecting human rights in our company.
- We behave respectfully and appreciatively towards our employees and society.
- We protect the rights of our employees in the workplace: Ensuring equal opportunities and equal treatment, occupational health and safety, freedom of association, fair pay, and compliance with applicable legal work hours.
- We prohibit undignified practices such as forced labor, child labor, or discrimination.
- This applies not only to all dSPACE group companies, but naturally also to the cooperation with our business partners.
- We take human rights principles into consideration in corporate and decision-making processes and avoid negative impacts on human rights along the value chain. To this end, we implement structures and procedure within the company to analyze risks and actual impacts of our actions. Through agreements with our partners, in particular by means of our **Supplier Code of Conduct**, we also implement this obligation in our supply chain.
- We develop customized measures to deal with potential or actual negative impacts and are transparent in our reporting.

Help and Contact

If you would like to speak out against human rights violations or if you have questions about these behavior principles, you can contact the Compliance Officer or

our external Compliance Ombudsperson at any time.

www.dspace.com/go/compliance



Human Rights Officer

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CEO

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