dSPACE
Supplier Code
of Conduct

dSPACE

Contents

Preface

dSPACE has always been a family business, shaped by the integrity, honesty, and openness of Dr. Herbert Hanselmann and his co-founders. dSPACE has grown rapidly in recent years and now operates worldwide. We pursue our business objectives according to the principle of meritocracy and in compliance with the applicable local and international regulations.

We expect the same from our business partners and along the supply chain, because we are convinced that we can only continue on our common path to success in the long term if we live up to our social responsibility.

Carsten Hoff
Chief Executive Officer

Herbert Hanselmann
Owner

Our Responsibility as a Member of Society

Human Rights

We respect, protect, and promote the applicable regulations for the protection of human and children's rights worldwide. We reject any use of child, forced, and compulsory labor as well as any form of modern slavery and human trafficking. This applies not only to all dSPACE group companies, but naturally also to the cooperation with our business partners.

Conflict Minerals

We avoid the use of conflict minerals (EU Regulation 2017/821) and expect full transparency from our suppliers across the entire supply chain. This way, we deprive conflict parties in unstable countries of illegal sources of income.

Our Responsibility as a Business Partner

Avoiding Conflicts of Interest

We make our decisions exclusively on the basis of objective criteria and do not allow ourselves to be influenced by personal interests and relationships. We make a point of avoiding conflicts between private and business interests, or even the appearance of such conflicts.

Anti-Corruption Guidelines

We strictly reject any form of corruption, including extortion and bribery. The same applies to granting or accepting benefits outside the legally permissible scope, regardless of whether it is for the benefit of the company, a third party, or the responsible person themselves.

Responsible Partner Selection Throughout the Supply Chain

We are responsible not only for our own actions, but also for the actions of our partners. We therefore perform an integrity check on new partners and repeat this check at regular intervals and whenever they undergo significant changes, for example, in their ownership structure, or doubts about integrity arise.

Data Protection

We collect, gather, process, use, and store personal data only in accordance with the legal requirements (GDPR).

Information, Knowledge, and Intellectual Property

We are aware of the value of proprietary know-how and protect it very carefully. We acknowledge the intellectual property of competitors, business partners, and other third parties.

Fair Competition

We conduct business exclusively according to the performance principle and on the basis of the market economy. Therefore, we promote free, unobstructed competition among our suppliers and provide unrestricted and neutral opportunities for them to recommend themselves as business partners with their products and services.

Product Safety and Quality

We ensure that our products do not pose a risk to persons, the surroundings, or the environment by performing comprehensive product safety and quality tests. Our product assurance process is continuously expanded and improved.

Protection of the Environment

As part of society, we feel obliged to preserve the environment and to use natural resources as sparingly as possible. We ensure REACH/RoHS conformity in our business processes, our production, and our products. We comply with all applicable environmental laws, standards, and regulations, and operate an environmental management system certified according to ISO 14001. We take environmental protection into account in our daily business operations and strive to minimize environmental pollution and hazards as far as possible.

Our Responsibility in the Workplace

Equal Opportunity and Equal Treatment

When selecting new employees, we consider only their qualifications and skills. We ensure equality of opportunity during the hiring process and the entire period of employment.

Right of Association and Right to Collective Bargaining

We recognize the fundamental right of every employee to join employee organizations and form employee representation.

Fairness in Wages, Hours and Benefits

We pay wages and provide benefits in accordance with the basic principles of collectively agreed minimum wages, applicable overtime regulations, and statutory social benefits. At a minimum, working hours must comply with applicable laws, industry standards, or International Labour Organization (IOL) conventions - whichever is more stringent.

Occupational Safety and Health Protection

Our work areas are regularly checked for risks and optimized to avoid hazards. All employees are familiarized with the regulations applicable to their area.

Help and Contact

If you have any questions about the Code of Conduct or are unsure how to adhere to it, contact your direct supervisor or the compliance officer.

If you notice a possible or actual violation of the Code of Conduct or a serious breach of the rules in your environment, you must report your concerns unless legally prohibited.

dSPACE offers you a whistleblower hotline for anonymous tips. If you choose to provide your name, the compliance team can contact you regarding further information or with an update about the resolution.

dSPACE Whistleblower System: **values.dspace.com**

dSPACE Compliance: **www.dspace.com/go/compliance**

Anonymized report
(postal route/internal in-house mail)

Compliance Officer
Bernd Schäfers-Maiwald

dSPACE GmbH
Rathenaustraße 26
33102 Paderborn
Germany

CEO
Dr. Carsten Hoff

dSPACE GmbH
Rathenaustraße 26
33102 Paderborn
Germany