

## Compliance

Version: July 2023

Drache Umwelttechnik GmbH is committed to acting ethically and in accordance with the law in all areas of the company's activities. Only in this way can we achieve our corporate goals in line with our principles and values. This also applies to all our employees. We view this as a joint responsibility.

The framework of our actions is defined by our Compliance Statement. Our Compliance Statement serves as a guideline for living our values and commitments throughout the company and demonstrating them in our actions. It cannot cover all the situations we may face. We all need to ensure that we always maintain high ethical standards in our work.

### Law breaches

Laws, rules and standards must always be observed and followed. This applies to us and also to our business partners. It is irrelevant whether the legal framework is local or foreign. Wherever we operate as Drache Umwelttechnik GmbH, we do so in accordance with local rules and regulations.

### Environmental protection

Our environment is of particular importance to us. We try to keep the ecological impact of our economic activities as minimal as possible. While doing so, we seek constant improvement. We comply with environmental regulations without exception. For us, they are the minimum standard which is to be surpassed.

### Human rights

Across our supply chain, we ensure that human rights standards are upheld. The special focus for us is on compliance with the following prohibitions:

- Child labour, forced labour and slavery
- Disregard of labour protection laws or freedom of association
- Discrimination
- Withholding appropriate payment
- Other impairments of protected legal positions

### Whistleblowing system

If you have information that indicates misconduct by us or our employees, please share it with us. We will take appropriate measures immediately.

Please use our whistleblowing system and contact our internal compliance office. Your comments will of course be treated confidentially.

**By e-mail to:** [compliance@drache-gmbh.de](mailto:compliance@drache-gmbh.de)

**Or in writing to:** Drache Umwelttechnik GmbH  
Compliance  
Werner-von-Siemens-Str. 24-26  
65582 Diez