

Code of Conduct

of D. La Porte Söhne GmbH



Table of Contents

The Behaviour Guideline	Page 2
Responsibility for Fundamental Social Rights and Principles	Page 3
Equal Opportunities	Page 3
Leadership Culture	Page 4
Additional Activities	Page 4
Fight against Corruption	Page 5
Data Protection and Data Security	Page 5
Labour and Health Protection	Page 6
Environment Protection	Page 6
Dealing with the Principles of Conduct and Compliance	Page 7

D. LA PORTE

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The Behaviour Guideline

D. La Porte Söhne GmbH develops, produces and distributes mechanical and mechatronic locking systems for the commercial vehicle industry.

In the fast developing world it becomes increasingly important to secure these vehicles, and their comprehensive instruments and generally high quality, against unauthorized use. It is of primary importance to protect agricultural and construction machinery.

As a medium-sized, independent family company with 155 years of tradition, we want to be a reliable and sustainable business partner to our customers! Our goal is to continue to be one of the leading manufacturers for locking systems for this market.

To achieve this goal,

- + we act responsibly for the benefit of our customers, shareholders and employees.
- + We see adherence to the 10 principles of the United Nations Global Compact, and compliance with internal rules (such as collective agreements, company agreements), as a basis for a sustainable and successful economic action.
- + In addition to these international conventions, such as the Code of Conduct and the „Universal Declaration of Human Rights“, our internal corporate values form the basis for our actions, which create value through customer focus, performance, renewal ability, respect, responsibility and sustainability.

With this code of conduct, we give our employees a guideline that contains the main principles of our activities and supports them to meet the legal and ethical challenges in their daily work.





Responsibility for the Social Fundamental Rights and Principles

We recognise the fundamental right of all employees to form trade unions and employee representatives. We reject any knowingly used forced and compulsory labour. Child labour is prohibited. We have no employees under the age of 14 and observe the stipulations and obligations of the State.

The allowances and benefits paid or provided for the normal working week correspond to at least the legal minimum standards (minimum wage).

Equal Opportunities

We ensure equal opportunities and equal treatment, irrespective of ethnic origin, skin colour, gender, disability, religion, nationality, sexual orientation, social background or political beliefs. Our employees are generally chosen, hired and promoted upon their qualifications and abilities.

We create an environment that provides our employees with personal and professional perspectives, in which outstanding achievements and results can be provided and promote the employability of our staff. We invest in the quality of our employees. In return, we expect that each employee is demanding of themselves in their performance and actively involved in their own health and development. We are committed to be open with employee representatives and trustful to work together as part of our corporate culture.



Leadership Culture

All supervisors bear responsibility and are role models for their employees and have to align their actions to the code of conduct in particular. Through regular information and verification about the relevant duties to the field of work and powers, they promote the rule-compliant behaviour of their employees. The director/manager has confidence in their staff, agreed clear ambitious but realistic goals, and allows employees as much personal responsibility and free space as possible. They must prevent unacceptable behaviour in the context of their leadership.

Trusting and good cooperation is mutual as well as open information and support. Supervisors and employees inform each other about situations in operational contexts to enable them to act and make decisions. This information is genuine within the given powers, unbiased, timely and complete to promote the co-operation.

Each of our employees makes sure their public presence and opinion doesn't harm the reputation of D. La Porte Söhne GmbH.

Ancillary Activities

Each of our employees is obliged to provide their work to our company and to fulfil all of its assigned duties to the best of their knowledge and ability.

Ancillary activities that affect a fulfilment of this obligation are not permitted. We support and encourage voluntary activities for charitable, educational, or other worthwhile activities, especially in the community.



Fight against Corruption

No employee can take advantage of the business connections of the company for their own benefit or to the detriment of the company. This means in particular that no employee in our business offers, or takes, unauthorized private benefits (money, property or services), which is likely to have an effect on a correct and proper decision.

Data Protection and Data Security

Confidential, secret and personal privacy is one of the principles we require of our employees, their family members, customers, suppliers and other people within our business community.

Each of our employees is obliged to comply with the data protection regulations as well as the legal and operational rules for information security, and to protect all confidential, secret and personal data against misuse.



Health and Safety Protection

We take our responsibility seriously for the health and safety and health of our employees! We guarantee work and health protection in accordance with the applicable provisions. Through continuous improvement of the work environment and prevention strategies, we maintain and enhance the health, performance and job satisfaction for our employees.

Protection of the Environment

Each of our employees has the use of natural resources and should ensure that their activities have a minimal impact on the environment.



Dealing with the Principles of Conduct and Compliance

D. La Porte Söhne GmbH actively promotes the distribution and communication of the Code of Conduct and ensures effective implementation.

Each of our employees adheres to the laws relevant in their working environment, as well as regulations and internal rules, and conducts their business on the principles of the conduct and our internal goodwill.

Each employee who behaves in an improper manner must accept the appropriate consequences, within the operational and legal arrangements, which can lead to and include termination of employment and the claims.

Each supervisor ensures that the staff of his department knows the principles of conduct and adheres to them.



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