
Code of conduct

of D. La Porte Söhne GmbH

know how to open the world

innovative locking systems



know how to open the world

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The behavioural guideline

The Code of Conduct of D. La Porte Söhne GmbH provides all employees with clear guidance for correct and responsible behaviour. Our corporate values are based on integrity, fairness, and respect. This guideline helps us to live these values in our daily decisions and actions.

D. La Porte Söhne GmbH has been a leader in the development of innovative locking systems for the commercial vehicle industry for over 160 years. In the rapidly developing world of these commercial vehicles, it is becoming increasingly important to secure and protect the vehicles and their mostly high-quality and extensive instruments against unauthorised use, especially in the case of agricultural and construction machinery.

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

To achieve this goal,

- + we act responsibly for the benefit of our customers, shareholders, and employees.
- + we see compliance with the ten principles of the UN Global Compact and adherence to internal rules (such as collective labour agreements and company agreements) as the basis for sustainable and successful economic activity.
- + 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 are characterised by customer proximity, top performance, the ability to innovate, respect, responsibility, sustainability, and value creation.

With these principles of conduct, we provide our team members with signposts that summarise the essential basic principles of our actions and are intended to support them in mastering the legal and ethical challenges in their daily work.



Responsibility for fundamental social rights and principles

We recognise the fundamental right of all team members to form trade unions and employee representative bodies. We do not knowingly use forced or compulsory labour. Child labour is prohibited. We do not employ any team members under the age of 14 and observe the legal requirements. The remuneration and benefits meet at least the legal minimum standards.

We do not tolerate any form of discrimination, whether based on ethnic origin, gender, age, religion, sexual orientation, disability or other personal characteristics. We are actively committed to equal opportunities and a respectful, inclusive working environment. We have zero tolerance for any form of racism or prejudice. In the event of violations, appropriate measures are taken to ensure a safe and equal working environment for all.

Equal opportunities

We guarantee **equal opportunities and equal treatment**, regardless of ethnic origin, skin colour, gender, religion, disability, ideology, nationality, sexual orientation, social background, or political views. Our employees are always selected, recruited, and promoted on the basis of their qualifications and skills.

We create an environment that opens up personal and professional prospects for our employees, in which outstanding performance and results can be achieved and which promotes the employability of our workforce. We invest in the quality of our employees. In return, we expect every team member to set high standards for themselves, their performance, and their health and to actively participate in their further development. We are committed to working openly and trustingly with employee representatives. It is an integral part of our corporate culture.



Leadership culture

Managers must base their actions in particular on the principles of behaviour, bear responsibility for their teams and act as role models. By providing regular information and clarification about relevant duties and powers, they encourage team members to behave in accordance with the rules.

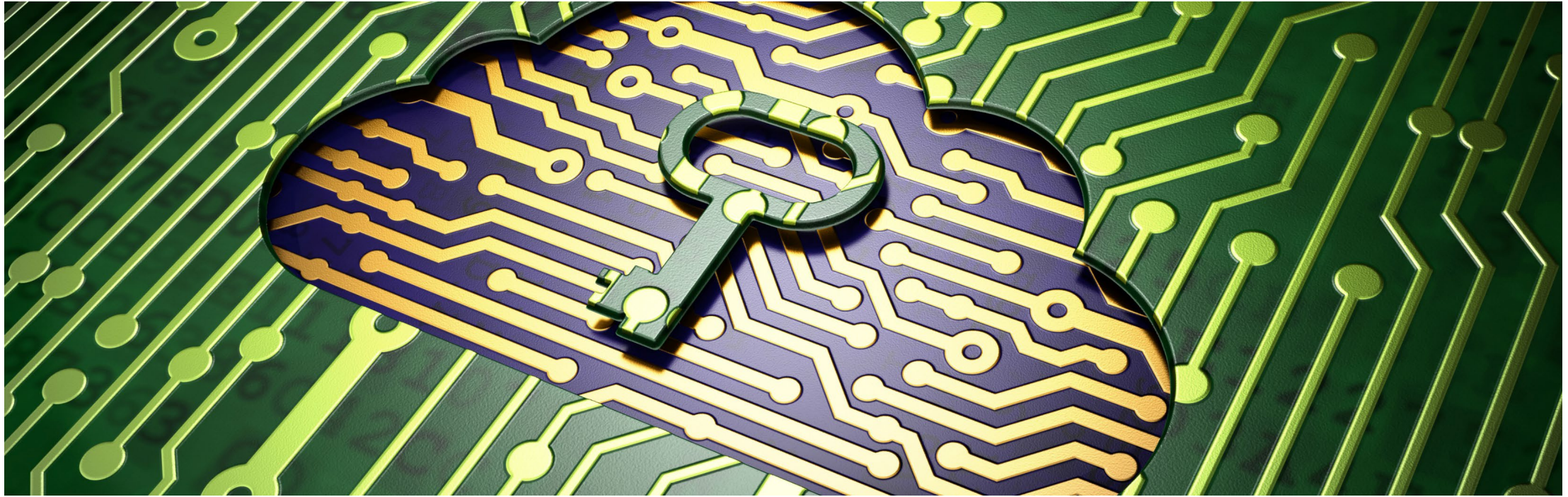
Managers place trust in their teams, agree clear, ambitious but realistic goals and give their team members as much personal responsibility and freedom as possible. They must prevent unacceptable behaviour within the scope of their duties. Cooperation based on trust is characterised by open information and mutual support.

Managers and team members keep each other fully informed so that decisions can be made on a sound basis. Information must be passed on without distortion, promptly and completely in order to promote cooperation.

Secondary activities

All team members are obliged to make their labour available to the company and to carry out the tasks assigned to them to the best of their knowledge and ability. Secondary employment that interferes with the fulfilment of this obligation is not permitted. We support and encourage voluntary work by our employees.

All team members ensure that their behavior and expressions of opinion in public do not damage the reputation of D. La Porte Söhne GmbH.



Combating corruption

None of our team members may take advantage of the company's business connections for their own benefit or that of others or to the detriment of the company. In particular, no employee may grant or accept unauthorised private benefits (e.g. money, material assets, services) in business dealings that are likely to influence a proper decision.

Data protection and data security

The protection of confidential, secret, and personal data is one of the principles that we expect from our employees, their relatives, customers, suppliers, and other groups of people. Every team member is obliged to comply with data protection legislation and the statutory and company regulations on information security and to protect all confidential, secret and personal data from misuse.



Occupational health and safety

We fulfil our responsibility for the health and safety of our employees. We guarantee health protection and occupational safety within the framework of the applicable regulations. Through prevention and health promotion measures and continuous improvement of the working environment, we maintain and promote the health performance and job satisfaction of our team members.

Protecting the environment

Every employee must use natural resources appropriately and sparingly and ensure that their activities have as little impact on the environment as possible. DLP continuously focuses on sustainable measures. These help to reduce our energy consumption and protect the environment. In addition, DLP promotes innovative processes and technologies to continuously reduce its environmental footprint.

Some concrete measures we are taking

- The photovoltaic system makes an important contribution to the power supply and covers up to 10% of our annual requirements.
- In both German plants, we rely entirely on green electricity and thus make a contribution to protecting the environment through the use of renewable energies.
- We use intelligent heat recovery systems to utilise waste heat from production and use it to heat parts of our production halls, which leads to greater energy efficiency.
- Our JobRad leasing scheme enables all employees to opt for environmentally friendly mobility solutions in their private lives as well and to promote the concept of sustainability.



Whistleblowing and reporting obligations

Our employees are obliged to report violations of the Code of Conduct. To promote a transparent and responsible working environment, mailboxes for anonymous reports are available on the black boards. This enables all employees to report violations of the Code of Conduct or other grievances within the discreetly and confidentially. Through this measure, we ensure that reports can be submitted without fear of reprisals, while at the same time ensuring that the reported cases are carefully examined and dealt with accordingly. Protecting the anonymity of whistleblowers is our top priority.

This reporting system is intended exclusively for serious concerns. False information or wilful false reports intended to cause harm will have consequences if the perpetrator can be identified. Our data protection officer is considered a person of trust and checks the anonymous reports.

Dealing and complying with the Code of Conduct

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

Each of our team members complies with the relevant laws and regulations as well as internal rules in their working environment and aligns their actions with the Code of Conduct and our internal company values. Particular attention is paid to ethical behaviour, transparency and the promotion of a respectful working environment.

Any employee who does not comply with the rules must expect appropriate consequences within the framework of company and legal regulations, which may include termination of employment and claims for damages. In addition, affected team members are supported in correcting their behaviour in order to avoid future violations. Every manager ensures that the team members in their area are aware of and comply with the Code of Conduct. They serve as role models and are available to their teams in the event of questions or uncertainties. An open feedback culture and regular reviews of compliance with the principles help to ensure that they are firmly anchored in everyday company life.

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