



DICHTOMATIK

Any seal. Any time.

DICHTOMATIK

CORPORATE POLICY AND
GUIDING PRINCIPLES

a brand of



FREUDENBERG

CORPORATE POLICY

As part of Freudenberg Sealing Technologies GmbH & Co. KG, we are responsible to the Freudenberg Group and its shareholders. For this reason, the principles of the Freudenberg group of companies (<https://www.fst.com/company/guiding-principles>) largely determine our actions and our company policy.

1. Safeguarding the existence of the company is the predominant task of the management board and executives of DICHTOMATIK. Our entrepreneurial and operational actions and measures therefore focus on continually improving quality, taking economic criteria into account.

In the process, a major goal of our policy is to fulfill the requirements agreed-upon with our customers in a timely, error-free and economical manner by means of fast, flexible coordination with customers and suppliers, which may include an evaluation of individual products in terms of various risks, and therewith to achieve long-term customer satisfaction.

2. This corporate policy is in line with national and international laws and ordinances. DICHTOMATIK is committed to compliance with laws, ordinances, particularly with respect to occupational safety, environmental protection as well as import and export regulations.

Based on our policy, objectives will be set that take into consideration legal principles, relevant environmental aspects, risk assessment, technological options and financial, operational and commercial boundary conditions as well as the views of interested parties (customers, community, the political world, investors, etc.).

3. Within the continuous improvement to increase the efficiency of business processes, still other aspects will be taken into account: the preservation of natural resources and the use of machines and equipment in such a way that environmental influences will be minimized, while taking economic factors into consideration.

4. The stated goals require the company's employees to be aware of how they can indirectly and directly contribute to quality assurance, environmental protection, occupational safety and workflow optimization and their individual responsibilities with respect to the quality, environmental impact and safety of their work and consequently for the implementation of management system specifications.

5. With respect to the various workflows allocated between upstream and downstream centers (internal customers), special emphasis must also be placed on fulfilling expectations and requirements corresponding to those of external customers. Creating this awareness is the uppermost task of the management.

6. An integral part of these goals is the social accountability of the company's management to provide employees with work at conditions in line with the times, an income in line with their performance, professional development and advancement while ensuring their personal welfare.

BUSINESS PRINCIPLES

1. The use of our products in certain goods can violate our internal company principles. DICHTOMATIK strictly refrains from providing products for use in
 - nuclear plants,
 - weapons or weapon systems or
 - extremely critical applications.
2. We rule out the delivery of products that serve a military purpose in any form or that violate (country-specific or personal) embargoes. We are not involved in businesses where illegal or unethical means are employed. We also do not support the delivery of products for use in goods that can be employed for torture or other cruel, inhumane or humiliating treatment or punishment in accordance with anti-torture regulations.
3. In accordance with the provisions of German foreign trade law, DICHTOMATIK does not violate any prohibitions; nor does it operate or support any businesses subject to regulatory approval.
4. The responsible handling of the environment and the safety of our employees are significant company goals and must not be limited to the barely sufficient fulfillment of the appropriate laws.
5. As part of Freudenberg Sealing Technologies GmbH & Co. KG, we also draw on the business principles of the Freudenberg Group (<http://www.freudenberg.com/en/Press/Pages/Publikationen.aspx>).



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