

DEUTA CODE OF CONDUCT

4AB1022/C-GB

DEUTA-WERKE 



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PREAMBLE

Our Code of Conduct conforms with the “Code of Conduct (CoC)” of the German Railway Industry Association (VDB) to which we have committed ourselves.

The contents of the CoC were developed by VDB on the basis of the Code of Conduct of the German Zentralverband der Elektrotechnik und Elektroindustrie (ZVEI).

Deuta’s commitment to observe the CoC of VDB shall emphasise our engagement in fair, sustainable, responsible and ethical principles of business conduct. It is also an expression of Deuta’s understanding of social responsibility and future-oriented action.

Bergisch Gladbach, 18th of August 2009



Dr. Rudolf Ganz
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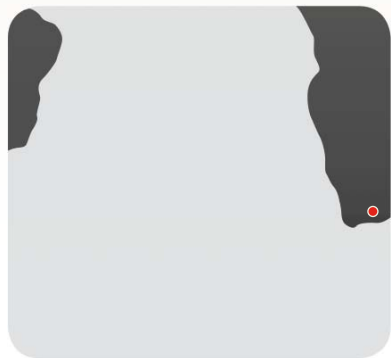


2. BASIC UNDERSTANDING OF CORPORATE MANAGEMENT

This CoC is based on a mutual basic understanding of social responsibility in corporate management. This means that Deuta assumes responsibility by considering the consequences of its business decisions and actions with regard to economic, technological, social and environmental aspects and by mediating an appropriate balance of interests. Deuta voluntarily contributes to welfare and sustainable development of the society at every place where Deuta conducts business. Deuta is geared towards universally held ethical values and principles, in particular integrity, honesty, and the respect for human dignity.

3. SCOPE

This CoC is valid for all countries in which Deuta has branches and business units. Deuta commits, within its means and scope, to promote adherence to the contents of this CoC by its suppliers and to request them to act in the same way towards their supply chain.

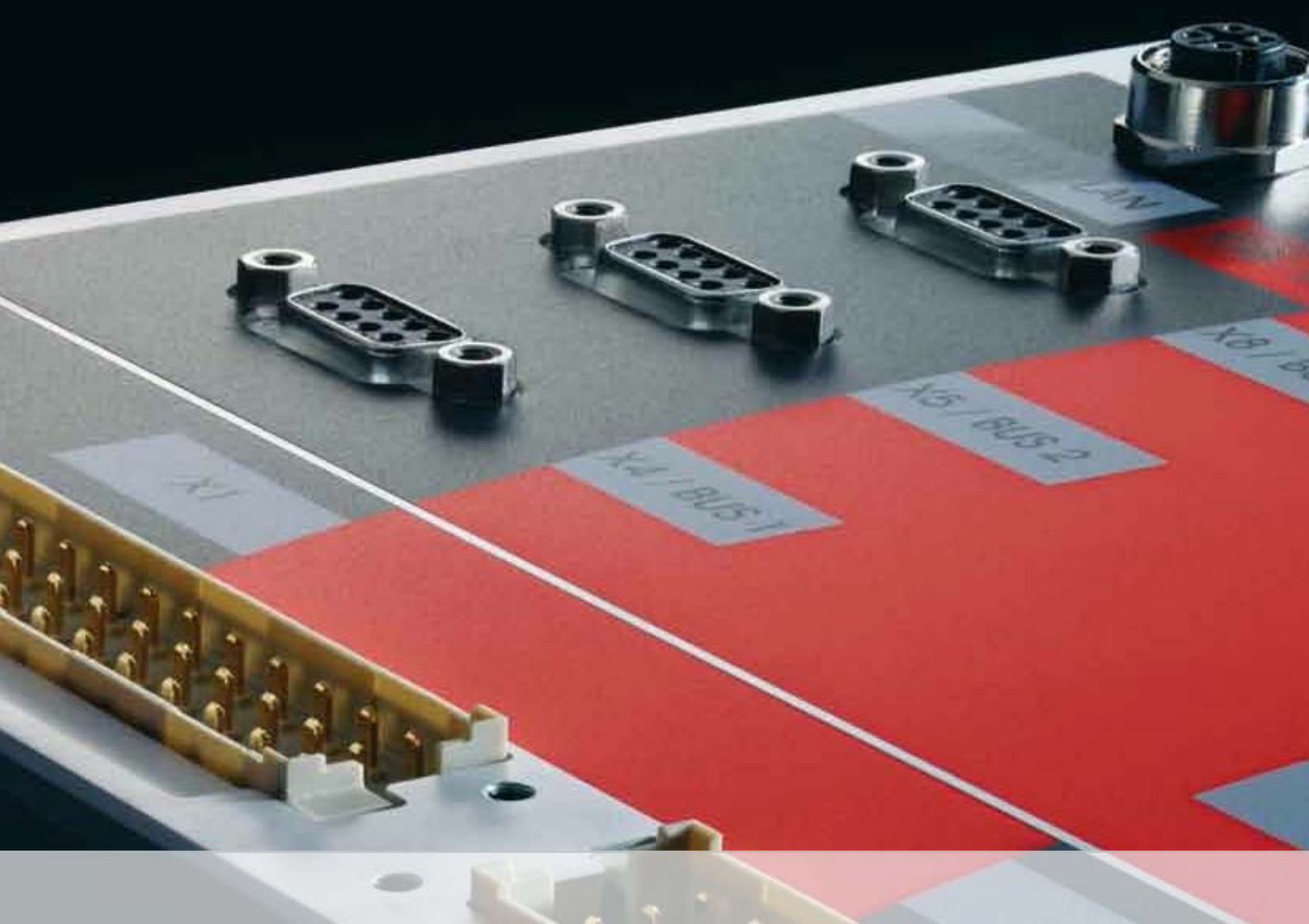


○ **4. FUNDAMENTAL PRINCIPLES**

Deuta proactively works towards sustainable observation of and adherence to the values and principles mentioned below.

○ **4.1 ADHERENCE TO LAWS**

Deuta abides by the laws and other regulations in effect in the countries where it conducts business. In countries with a weak institutional framework Deuta will carefully examine which good business practices from the home country should be applied to support responsible corporate management.





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INTEGRITY

4.2 **INTEGRITY AND CORPORATE MANAGEMENT**

Deuta orients its activities towards universally held ethical values and principles, in particular to integrity, transparency, honesty, respect of human dignity, openness and non-discrimination of race, ethnicity, gender, religion, or ideology, disability, age or sexual identity.

Deuta rejects corruption and bribery as stated in the relevant UN Convention¹. Deuta promotes integrity, responsible leadership as well as company accountability and takes appropriate actions to prevent direct or indirect commitment of criminal acts, and in particular the following law infringements:

- Theft
- Fraudulent appropriation
- Fraud
- Disloyalty
- Forgery of an instrument
- Anticompetitive agreements in public tenders
- Betrayal of trade secrets and industrial secrets
- Unauthorised utilization of templates or instructions of technical nature
- Corruptibility and bribery in business operations
- Granting of undue advantages and grant of allowance or other benefits to employees of contractual partners, respectively acceptance of such allowances or benefits.

Deuta pursues reputable and recognised business practices and fair competition, in particular in compliance with antitrust and competition law requirements.

○ 4.3 **CONSUMER INTERESTS**

As far as consumer interests are affected, Deuta abides by the applicable regulations of consumer protection.

○ 4.4 **COMMUNICATION**

Deuta communicates openly and conversationally about the requirements of this CoC and its implementation with employees, customers, suppliers and other stakeholders.

Every document and all information will be duly produced. They will not be unfairly changed or destroyed. They will be stored properly. Trade secrets and industrial secrets of business partners are handled sensitively and confidentially; they are neither disseminated nor made accessible to third parties without authorization.

○ 4.5 **HUMAN RIGHTS AND LABOUR CONDITIONS**

Deuta is committed to promoting human rights. It respects human rights as stated in the Human Rights Charter of the United Nations². Deuta abides by the following ILO³ core work standards, to the extent referenced herein below.

SAFETY



○ **4.5.1 PRIVACY AND DATA PROTECTION**

Privacy including personal data is protected.

○ **4.5.2 HEALTH AND SAFETY**

Health and safety at work are protected, particularly by granting a safe and health beneficial work environment, in order to avoid accidents and injuries.

○ **4.5.3 PROTECTION AGAINST HARASSMENT**

Employees are protected from bodily punishment and physical, sexual, psychological or verbal harassment or abuse.

○ **4.5.4 FREEDOM OF OPINION**

Freedom of opinion and freedom of expression are granted and protected.

○ **4.5.5 BAN OF CHILD LABOUR**

The ban of child labour, i.e. the employment of persons younger than 15 years of age, is observed provided the local legal requirements do not specify a higher age limit or no exceptions are permitted⁴.

ENVIRONMENT



○ 4.5.6 **BAN OF FORCED LABOUR**

The ban on forced labour of any kind is observed⁶.

○ 4.5.7 **REMUNERATION**

The work standards regarding remuneration, particularly concerning the level of remuneration according to applicable laws and regulations are observed⁶.

○ 4.5.8 **EMPLOYEE RIGHTS**

The employees rights of freedom of association, freedom of assembly and collective bargaining are respected to the extent this is legally permitted and possible in the respective country⁷.

4.5.9 **BAN OF DISCRIMINATION**

○ Employees of both gender are treated in a non-discriminatory way⁸.

4.5.10 **WORKING HOURS**

○ Deuta abides by work standards concerning the maximum permitted time of work.



COMMITMENT

4.6 **ENVIRONMENT PROTECTION**

Deuta fulfils the regulations and standards for protection of the environment that apply to their business and acts in an environmentally conscious way at all business sites. Based on the principles of the Rio Declaration⁹, Deuta handles natural resources in a responsible way.

4.7 **COMMUNITY SERVICE**

Deuta actively contributes to the social and economic development of the countries and regions where it conducts business and promotes appropriate volunteer activities of its employees.

4.8 **IMPLEMENTATION AND ENFORCEMENT**

Deuta makes every appropriate and reasonable effort to implement and continuously apply the principles and values described in this CoC. Upon request and on the basis of reciprocity, the contractual partners will be informed about the essential measures, so that it becomes comprehensible how their observance is guaranteed in principle. Disclosure of industrial and trade secrets or any other information related to competition or otherwise deserving protection, may not be claimed.

¹ United Nations Convention against corruption from 2003, in force since 2005

² Universal Declaration of Human Rights, UN Resolution 217A (III) from 1948)

³ ILO = International Labour Organisation

⁴ ILO Convention no. 138 from 1973 and ILO Convention no. 182 from 1999

⁵ ILO Convention no. 29 from 1930 and ILO Convention no. 105 from 1957

⁶ ILO Convention no. 100 from 1951

⁷ ILO Convention no. 87 from 1948 and ILO Convention no. 98 from 1949

⁸ ILO Convention no. 111 from 1958

⁹ The 27 principles of the “Rio Declaration on Environment and Development” from 1992, as the result of the United Nations Conference on Environment and Development in Rio de Janeiro

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