

CODE OF CONDUCT

INTRODUCTION

DMN-WESTINGHOUSE is one of the world's leading suppliers of rotary valves and diverter valves for a vast range of dry bulk solids handling applications. With offices on multiple continents, we serve our customers with a worldwide network of dedicated distribution partners. Our production facilities in the Netherlands, Germany, and the USA manufacture high-end rotary valves and diverter valves that we configure according to any requirement, demand, or application for a wide range of industries. Our products and solutions are used across several bulk solids processing industries, including food, animal feed, pharmaceuticals, biomass, plastics, recycling, chemicals, batteries, and dairy products (such as baby formula). DMN-WESTINGHOUSE is an independent company with the mission to provide the world of dry bulk solids handling with high-end quality that will prove its value year after year.

To safeguard DMN-WESTINGHOUSE's reputation and keep developing our business, it is essential to maintain a high standard of professional behaviour. This Code of Conduct provides guidelines for our actions and reflects our important promise to incorporate the Ten Principles of the UN Global Compact and the applicable Sustainable Development Goals. The following Sustainable Development Goals (<https://sdgs.un.org/goals>) are reflected in our strategy and policies.



COMMITMENT

We expect our employees, contractors (both temporary and long-term), suppliers, and others working with or for DMN-WESTINGHOUSE to respect and comply with the laws and regulations in the countries in which they operate, procure, and/or sell goods and services. All parties involved should respect human rights and mitigate environmental impact as much as reasonably possible for any activity performed in connection with DMN-WESTINGHOUSE.

HUMAN RIGHTS AND LABOUR POLICIES

HEALTH & SAFETY

Everyone involved in our activities, direct or indirect, shall ensure that the health and safety risks for employees, contractors and members of the public that arise from our operations are minimised. Operations are carried out in a safe manner, in line with all applicable law and regulations, following approved codes of practice and industry best practice standards, with the commitment to ascertain health and safety management as well as effective and proactive policies and procedures.

EQUAL OPPORTUNITIES

Employees, contractors (both temporary and long-term), and other employees in the supply chain shall not discriminate or demean any employee based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, social origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, termination, or retirement (see ILO Convention n° 100, 111). We expect that workers will be paid in a fair and timely manner. Rates of wages shall comply with the principles of living wage and be in line with market practices, as established for the trade or industry where the work is carried out.

Continued on the next page ►►

CHILD LABOUR

We prohibit any form of employment of children in violation of the International Labour Organization's convention (ILO Minimum Age Convention n° 138, 182). The minimum age for employment shall be 16, or the country's legal minimum age if higher, or the age for completing compulsory education in that country, whichever is higher provided in any case.

FORCED LABOUR

Our employees, contractors, and supply chain employees will have their rights with regard to payment of wages, overtime, and retention of identity documents explained clearly to them. Not under any circumstance shall we use, promote, or otherwise give rise to the use of forced or involuntary labour. Forced labour can include practices such as restricting people's movement, withholding wages or identity documents to force them to stay on the job, trapping them in false debt or wage deductions from which they cannot escape, or loss of social status (see ILO Conventions n° 29, 105).

BUSINESS ETHICS AND COMPLIANCE

FAIR COMPETITION

Everyone involved in DMN-WESTINGHOUSE activities must commit themselves to fair and undisturbed competition and comply with all applicable antitrust regulations. They must forego anticompetitive agreements with competitors, suppliers, distributors, dealers, and customers, as well as anticompetitive practices.

NO CORRUPTION, BRIBERY, AND MONEY LAUNDERING

All involved in DMN-WESTINGHOUSE activities must comply with all applicable anti-corruption and anti-money laundering regulations. They must not practice or tolerate any form of corruption. Offers or bribes or other unlawful incentives to/from business partners and others will not be accepted. We ask our suppliers, customers, distributors, and any other parties involved in DMN-WESTINGHOUSE's activities not to offer DMN-WESTINGHOUSE employees any gifts or any other kind of personal benefit resulting from their relationships with them.

DATA PROTECTION AND INFORMATION SECURITY

Anyone involved in DMN-WESTINGHOUSE activities must comply with all applicable data protection regulations and take precautions to ensure information security. Appropriate measures must be taken to ensure the confidentiality, integrity, and availability of information in technical and non-technical systems.

Respect for and protection of intellectual property

Everyone shall respect and protect intellectual property rights of DMN-WESTINGHOUSE. These rights will be safeguarded and only appropriate use of confidential information is allowed.

ADHERENCE TO FOREIGN TRADE LAW REGULATIONS

By use of appropriate measures, transactions with third parties do not violate applicable law on economic embargoes or trade regulations, import and export controls, or provisions concerning the international fight against terrorist financing.

WHISTLEBLOWER PROTOCOL

DMN-WESTINGHOUSE has established an appropriate internal whistleblower protocol that is accessible to third parties and, in particular, enables individuals to report violations of human rights, business ethics, compliance and

environmental risks, as well as violations of human rights or environmental and related obligations caused by the economic actions of DMN-WESTINGHOUSE and its suppliers and contractors throughout the supply chain. The whistleblower system can be accessed by contacting the company counsellor, as indicated on the DMN-WESTINGHOUSE website.

ENVIRONMENTAL POLICIES

GENERAL

DMN-WESTINGHOUSE is committed to avoiding harmful soil changes, water and air pollution, noise emissions and excessive water consumption as much as possible throughout the supply chain and product life cycle. In particular, we expect those involved in our activities to ensure that production and procurement processes do not significantly impair the natural basis for the preservation and production of food, do not impede people's access to safe drinking water and sanitary facilities, and do not endanger people's health.

DMN-WESTINGHOUSE commits itself to avoiding as part of its production and procurement processes any unlawful acquisition, construction, or other use of land, forests and waters, of which the use secures people's livelihoods. We and our suppliers must strive to save valuable resources, consume less energy, and generate less waste and emissions through sustainable use.

DMN-WESTINGHOUSE strives for implementation of measures contributing to the protection of the environment during the stages of the product life cycle: design, development, production, transport, operation, disposal, reuse, recycling, and upcycling. For this

Continued on the next page ►►

reason, the products and services should continue to be increasingly environmentally friendly in the future. We expect our clients and suppliers to work with us to achieve this.

CONFLICT MATERIAL & HAZARDOUS MATERIAL

DMN-WESTINGHOUSE promotes the principles and practices of social responsibility along the entire value chain and gives procurement ethics an important role. Especially the origin, delivery, and procurement of conflict materials (such as tin, tantalum, tungsten, and gold) contained in any item delivered to DMN-WESTINGHOUSE must be monitored in accordance with the legal requirements.

All involved in our activities shall ensure that production and procurement processes comply with the requirements of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal dated March 22, 1989, and that there are no violations of the prohibitions set forth therein and wastes are being managed in an environmentally sound manner. This includes compliance with the requirements of the Stockholm Convention dated May 23, 2001, on Persistent Organic Pollutants.

CODE OF CONDUCT VIOLATIONS

DMN-WESTINGHOUSE reserves the right to react appropriately to violations of this Code of Conduct by employees, suppliers, contractors, or any other parties involved in our activities. Responses may include the performance of audits or due diligence checks and the temporary suspension or termination of the business contract and/or contractual relationship.

A handwritten signature in black ink, appearing to be 'Wim Korndorffer', with a stylized, overlapping structure.

June 2025,
CEO, Wim Korndorffer