



Code of Ethics



De Dietrich STEERCO, from left to right: Matthieu Guéganno, Director of Transformation; Frédéric Guichard, Executive Director of Development; Géraldine Lyonnard, Human Resources Director; Frédéric Burg, Executive Director of Administration and Finance; Jacques Moulin, President.

Index

Foreword from the President	4
Human Respect	6
Our Ethical Principles	7
Ethics on an Everyday Level	8
1 Working Together	8
2 Respect for Our Basic Law	9
3 Diversity and Non-Discrimination	10
4 Health, Safety, Security and the Environment	12
5 Moral and Sexual Harassment	13
6 Economic and Social Dialogue	14
7 Political Neutrality and Partnership Sponsoring	15
8 Product and Service Quality	16
9 Choice and Fair Treatment of Suppliers	18
10 Respect for Competition	19
11 Conflicts of Interest	20
12 Gifts and Invitations	20
13 Corruption	22
14 Confidentiality and Protection of Sensitive Information	23
15 Preservation of the Group's Image	24
16 Respect for Privacy and Personal Data	25
17 Use of Company Resources	26
18 Financial and Tax Information, Combating Money-Laundering	27
The Group's Ethics Committee	29
De Dietrich Whistleblowing Policy	30



Foreword from the President

Ethics are a fundamental requirement within the De Dietrich Group. They guide every one of our actions and form the foundation of the trust we build—day after day—with our colleagues, our customers, our partners, and all stakeholders.

This Code of Ethics applies to all of us, without exception, regardless of our role, level of responsibility, or country of operation. It sets out the rules of conduct that we must follow in carrying out our duties. While it cannot cover every possible situation, it provides a clear and common framework that binds us individually and collectively.



Our Code of Ethics is structured around four essential principles:

- Working together with respect and fairness
- Acting with integrity in all business relationships
- Protecting the Group's data, resources, and reputation
- Ensuring transparency in our actions and compliance with all applicable rules and principles

Each part of the Code defines expectations for our conduct—what we should do and what we must avoid. We are each responsible for adhering to it fully. If in doubt, we should turn to Human Resources or the Group's Ethics Committee, which will review specific situations and provide guidance in line with the spirit of this Code.

A confidential reporting system, Navex, has also been put in place to allow you to safely and confidentially report situations that do not align with our fundamental principles.

This procedure is detailed at the end of the Code. Respecting this Code of Ethics is essential to preserving our integrity, our reputation, and the sustainability of the Group. It is an obligation for every one of us.

Jacques Moulin
President

A handwritten signature in black ink, appearing to read 'Jacques Moulin', with a stylized flourish at the end.



Human Respect

Respect for people

Respect for the company's interests

Respect for commitments

Respect for our differences

Respect for our history

Respect for our customers and suppliers

Our Ethical Principles

Our ethical principles are listening and respect, setting an example, and transparency. They define the way in which we live together; they fashion our culture, build our reputation and play a part in well-being at work. It is in a daily context that these ethical principles make the most sense. Whether in working together daily, or in exchanges with our clients, these ethical principles apply naturally and allow us to continue as a Group that inspires confidence.

Listening and respect.

Providing proof of openness and attention, avoiding prejudices, listening with empathy and recognizing the ideas of others to provide the appropriate response; accepting that others are different, while insisting on respect for the rules, processes and reasoning laid down by the company.

Setting an example.

Being punctual, reactive and sensitive to others, having a sense of responsibility, honoring commitments and respecting facts, are all part of the qualities expected from each worker to establish their legitimacy, instill confidence and encourage performance and well-being at work at the same time.

Transparency.

We favor open, regular, accurate and transparent communication. To respect facts is to keep a level of objectivity and intellectual honesty, beyond mere opinions and privileges. It is to dare to acknowledge the existence of a problem and to recognize the reality of its impact, even when the solution appears to be out of reach.

We always act with integrity and with respect for the highest principles of both ethics and quality.



Ethics on an Everyday Level

The blameless behavior of each encourages the confidence of all.

1. Working Together

Teamwork is very important in the world of projects. For De Dietrich, the success of a project depends on the joint efforts of every member of a team.

We must:

- ✓ Work together, openly and with respect
- ✓ Favor the exchange of ideas with other entities within the Group
- ✓ Encourage teamwork, sharing both successes and failures
- ✓ Recognize the ideas and contributions of others
- ✓ Listen with sensitivity and share information freely while respecting the Group's confidentiality rules
- ✓ Respect cultural differences

We must not:

- ✗ Be disrespectful, especially through use of abusive language or inappropriate gestures
- ✗ Put down colleagues or make racist, discriminatory or sexual remarks



2. Respect for Our Basic Law

The companies in the De Dietrich Group, and its employees, shall respect in both letter and spirit all the laws and regulations of the country in which they are established.

We must:

- ✓ Respect the human person and all laws
- ✓ Prohibit work for children aged under 16 years
- ✓ Eliminate all forms of forced labor
- ✓ Respect quality, health and safety and environmental protection standards

We must not:

- ✗ Have prejudices regarding the opinions, appearance and behavior of our colleagues
- ✗ Behave towards others in ways that we would not want others to behave towards us





3. Diversity and Non-Discrimination

The diversity of talents helps our Group gain new skills and ideas. This is a great strength for De Dietrich, which ensures that its employees are treated with respect and fairness. De Dietrich is a non-discriminatory employer.

We must:

- ✓ Respect individual differences and dignity
- ✓ Provide our employees the right to work in a non-hostile environment
- ✓ Ensure true equality in access to Group professional opportunities, regardless of gender, origin, age, disability, sexual orientation, or any other personal characteristic, in all countries
- ✓ Consider the differences among our employees and business partners as an essential asset for the success of an international group

We must not:

Engage in discrimination on the basis of, for example:

- ✗ Age
- ✗ Gender
- ✗ Skin color
- ✗ Nationality
- ✗ Religion
- ✗ Health status or disability
- ✗ Sexual orientation
- ✗ Political, philosophical, or union-related opinions

This applies not only in the recruitment and selection of candidates, but also in decisions regarding training, promotion, job security, and working conditions in general, as well as in our relationships with suppliers, customers, business partners, and other third parties.





4. Health, Safety, Security and the Environment

One of the De Dietrich Group's priorities is to protect the health and safety of its employees, as well as respecting and improving the protection of the environment. All persons working for or with De Dietrich have the right to a healthy and safe working environment, and safety at work depends on all of us. With regard to the environment, it is the responsibility of each person to respect it and seek to reduce their ecological footprint wherever possible. In this field, every little effort counts.



We must:

- ✓ Take all reasonable precautions to keep the working environment healthy and safe
- ✓ Ensure that our actions do not pose a risk to ourselves or others
- ✓ Carry out our work with respect for the health and safety rules applicable in the workplace and participate in training programs organized in this field
- ✓ Ensure that we know what to do in the event of an emergency in the workplace
- ✓ Immediately advise management of any accident, even minor (near accident) and any behavior, installation or situation likely to compromise the safety of our working environment
- ✓ Think about how what we do, in every field of activity, affects our environment, so that we can minimize our ecological footprint at all times

We must not:

- ✗ Ignore health, safety, security and environmental protection rules in workplaces in any country where the Group has a presence
- ✗ Conceal from our managers any situation likely to pose a risk to health or safety

5. Moral and Sexual Harassment

Everyone has the right to respect and human dignity. At De Dietrich, this principle is fundamental to our way of working. Any behavior or action that violates this right, particularly any form of moral or sexual harassment, is unacceptable.

We must:

- ✓ Maintain a workplace free from all forms of moral and sexual harassment
- ✓ Treat others respectfully, as we wish to be treated
- ✓ Refrain from any form of harassment, internally or toward third parties

We must not:

- ✗ Intentionally harm, upset, or mislead anyone
- ✗ Tolerate intimidating, humiliating, insulting, or hostile behavior from a manager, colleague, supplier, or client
- ✗ Accept physical or social isolation
- ✗ Accept unwanted behavior
- ✗ Display offensive material knowingly

We must never allow any behavior likely to undermine an individual's dignity, and in particular any form of harassment.



6. Economic and Social Dialogue

De Dietrich respects trade union freedom worldwide and encourages social dialogue within its subsidiaries, both individually and collectively. Beyond formal procedures, dialogue is part of our managerial values and maintained continuously.



We must:

- ✓ Maintain a listening attitude
- ✓ Respect collective employee representation and the freedom to choose a union, without discriminating based on union mandates
- ✓ Provide timely information and engage in dialogue with employee representatives of each legal entity, complying with the legal obligations of each country
- ✓ Promote a policy of dialogue and conduct voluntary negotiations for agreements in each subsidiary to build a solid social foundation

We must not:

- ✗ Discriminate against anyone for holding an employee representative mandate
- ✗ Deny career advancement or salary increases to employees engaged in union activities within the company

7. Political Neutrality and Partnership Sponsoring

At De Dietrich, we respect the right of each employee to make a contribution to political life. Any such contribution is born of a strictly personal position and must not at any time refer to the De Dietrich Group or its trademarks. The stance adopted by the Group is one of political neutrality. It makes no contributions to political parties, politicians or associated establishments.

We must:

- ✓ Inform our managers if our participation in any political activity could prevent us from fulfilling our duties in De Dietrich or create confusion between our personal political position and that of De Dietrich (see chapter on "conflicts of interest")
- ✓ Adopt a position of neutrality towards requests for sponsorships or partnership sponsoring
- ✓ Indicate clearly that we are not representing De Dietrich in any political activity

We must not:

- ✗ Participate in personal political activity during our working hours
- ✗ Use business funds to pay any kind of contribution that provides support to a political party or organization, with a view of obtaining advantages for the company

- ✗ Use the company's resources (including our working time, telephone, paper, e-mail or any other company assets) to carry on or maintain personal political activities



8. Product and Service Quality

At De Dietrich, the quality of our products and equipment is always of utmost importance. Each person working for De Dietrich must seek to achieve total quality in the product, from design to operation.

We must:

- ✓ Respect the relevant national and international laws and regulations to guarantee compliance of all our products and equipment for our clients

- ✓ Ensure that the highest standards of quality control are implemented throughout our processes

We must not:

- ✗ Ignore any concerns raised regarding the quality control processes of our products







9. Choice and Fair Treatment of Suppliers

De Dietrich builds and maintains strong relationships with industrial and commercial partners, especially suppliers, based on fair contractual terms and long-term partnership objectives.

The Purchasing Department engages openly and cooperatively with suppliers, guided by impartiality, fairness, and loyalty. Suppliers' independence and identity are respected.

We must:

- ✓ Select suppliers based on quality, requirements, performance, and cost, ensuring all competitive offers are fairly evaluated in the Group's interest
- ✓ Pay suppliers within agreed terms, except for legitimate reasons
- ✓ Protect suppliers' confidential information as if it were our own
- ✓ Require partners and suppliers to comply with the same Code of Ethics

We must not:

- ✗ Impose abusive conditions on suppliers, regarding payments or deadlines
- ✗ Continue engagement with suppliers who fail to meet expectations or breach the Code of Ethics
- ✗ Allow suppliers, subcontractors, or consultants to act on behalf of De Dietrich without explicit written authorization from authorized representatives



10. Respect for Competition

De Dietrich complies with competition laws and regulations in every country in which we are active. These laws and regulations guarantee independence of actors in the market as well as open and fair competition in the interests of consumers and businesses

We must:

- ✓ Comply strictly with the competition laws and regulations applicable in the European Union and in each country in which the Group carries on its activity, remembering that these laws prohibit formal or informal understandings, agreements, projects, arrangements or actions coordinated between competitors with regard to their prices, territories, market shares or clients
- ✓ Refrain from denigrating our competitors (including making false declarations about their products or services)
- ✓ Base our position and commercial success on means known to be legitimate such as patents, skills, greater know-how, our products or a geographical situation, as well as on fair and honest competition with our competitors

We must not:

- ✗ Conclude exclusivity contracts (that is, contracts requiring a business to sell to or purchase from De Dietrich only) without consulting our legal advisers
- ✗ Collect information on competition by illegal means



11. Conflicts of Interest

We must ensure that our personal, direct, or indirect interests do not conflict with those of the De Dietrich Group. Decisions must be made objectively, in the best interest of the company. Any situation resembling a conflict of interest can raise ethical concerns.

We must:

- ✓ Inform supervisors of any actual or potential conflict of interest that could influence, or appear to influence, our judgment or actions (e.g., when a family member works for a supplier, or when holding a position of financial interest in a competitor, client, supplier, or business partner where our role at De Dietrich could affect that relationship)
- ✓ Exercise judgment to avoid situations that could constitute, or appear to constitute, a conflict of interest
- ✓ Ensure that personal participation in partnership activities does not create a conflict of interest with De Dietrich

We must not:

- ✗ Conceal any information about potential conflicts of interest

Be especially vigilant if you have a family member working for a competitor, supplier, or client of De Dietrich. While such a relationship is not inherently illegal, it can become so if you or your family member act against the interests of your employer. Determining whether a conflict of interest exists can be difficult. In such cases, seek guidance from your management.

12. Gifts and Invitations

Exchanging gifts or invitations can help create mutual understanding and improve business relations but can also lead to conflicts between personal interests and business obligations.

At De Dietrich, when you receive or offer gifts or invitations, the golden rules are to maintain complete transparency with your managers, remain within the limits of the reasonable and always ask yourself how this could be seen publicly wherever we have a presence.

We must:

- ✓ Ensure that the gifts and invitations that we offer are appropriate and in accordance with the ethical principles of De Dietrich
- ✓ Ensure, in all our business relationships, that the parties are made aware of De Dietrich's policy on gifts and invitations. Similarly, we must respect our new partner's policy on these matters
- ✓ Refuse politely but firmly any gift or invitation offered which could create a sense of obligation

We must not:

- ✗ Accept gifts or invitations (including favors given to our family members) unless they are clearly of symbolic value and are not valued at more than €100 per year per business partner (for example, an occasional meal, an invitation to a social, sporting or cultural event, or participation in an event that is sponsored by the Company or arises from a sponsorship activity)
- ✗ Receive or give gifts of cash

In some countries, refusing a gift can be seen as rude in a cultural sense, and can even damage business relations. If refusing a gift or returning it is likely to be seen as discourteous, the beneficiary must then inform their management, whereupon they will decide on the steps to be taken regarding the gift, with respect to De Dietrich's ethical principles.





13. Corruption

De Dietrich prohibits all forms of corruption in every country where it operates, whether in relation with commercial or institutional partners, or with authorities. De Dietrich opposes giving or receiving bribes or any other illegal advantage, monetary or in kind, directly or indirectly through a third party, to public officials, government members, other public figures, or private entities, to obtain an advantage or favor a person or company.

We must:

- ✓ Ensure our anti-corruption rules are communicated to suppliers, service providers, agents, clients, and other partners
- ✓ Verify, when dealing with intermediaries or external consultants, that payments for their services are reasonable and correspond to the tasks performed
- ✓ Immediately inform management and the Group CEO if any activity potentially violates our anti-corruption policy or involves extortion or attempted extortion
- ✓ Ensure that our relationships, especially in commercial negotiations, are based on transparency and integrity

We must not:

- ✗ Offer, promote, or give money, commissions, facilitation payments, or anything of value (gifts, invitations, etc.) to government representatives, political parties, politically active persons, unions, or union representatives
- ✗ Give gifts of more than nominal value to clients or offer payments to obtain or retain business
- ✗ Instruct intermediaries to perform actions that are prohibited for us. We carefully select and closely monitor consultants, subcontractors, agents, and other business partners

14. Confidentiality and Protection of Sensitive Information

De Dietrich's competitive advantage is based first and foremost on sensitive scientific, technical, financial and commercial information. This information is very valuable to the company, and its malicious or accidental disclosure could seriously affect the Group's competitiveness and indeed its future. All steps must therefore be taken to ensure its protection, and its storage in a safe place. Any information that is not public must therefore be protected, even if there is no formal secrecy obligation, whether the information concerns the Company, its workers, or third parties such as our business partners.

We must:

- ✓ Limit the disclosure of internal information to persons legitimately required to know it in the interests of De Dietrich
- ✓ Keep ourselves up to date with the Group's rules on managing information, and ensure that the rules regarding the circulation, reproduction, preservation and destruction of documents are followed
- ✓ Keep completely safe all confidential data regarding consumers, clients and suppliers as well as all information in paper and electronic format
- ✓ Be vigilant when using sensitive information in public places (trains, planes, restaurants, seminars and using public Wi-Fi)
- ✓ Before sharing inside information with persons outside De Dietrich (including our family members and social media contacts), check that we have the right of communication

We must not:

- ✗ Share confidential company information, including photographs, on any social media platform
- ✗ Disclose inside information relating to a previous employer
- ✗ Store inside information (including any copies) such as files, assets, technical data and various other confidential information concerning the company following departure from De Dietrich. All these elements will remain the property of the company and must be returned by the employee when his or her contract is terminated
- ✗ Use information obtained in our business activity for personal ends, either directly or indirectly



15. Preservation of the Group's Image

De Dietrich places high importance on maintaining its image and reputation. Any comments about the De Dietrich Group, including those made by employees on social media—even in a private context—can be attributed to the Group and may negatively impact its image and reputation.

We must:

- ✓ Always act with the interests of De Dietrich in mind
- ✓ Identify ourselves as De Dietrich employees when using social media for professional purposes
- ✓ Remember that nothing on the internet is truly “secret” or “private”
- ✓ Comply with applicable legal and regulatory requirements, including those related to financial disclosures, copyright, confidentiality, and trade secrets

We must not:

- ✗ Speak, write, communicate, or make any commitment on behalf of De Dietrich regarding its activities or products without express authorization
- ✗ Use De Dietrich letterhead or email addresses for personal purposes or to express personal opinions
- ✗ Respond to media inquiries (including social media) about our products and equipment without proper authorization or competence



16. Respect for Privacy and Personal Data

We all have the right to have our privacy respected.

At De Dietrich, we ensure the protection and confidentiality of personal data* relating to our employees, shareholders, suppliers, clients and consumers, and all other stakeholders about whom we may know private information.

We must:

- ✓ Ensure that the persons on whose behalf we collect personal data have been informed of what type of data we are collecting, how we anticipate using it, and how to contact us if they have questions
- ✓ Collect only personal data that is legitimate and necessary
- ✓ Destroy or correct any inaccurate or incomplete data
- ✓ Ensure that personal data is kept completely safe
- ✓ Ensure that we transmit such data, internally within De Dietrich, only to those authorized persons who have a legitimate need to know the data
- ✓ Request advice before transferring personal data outside the country in which it is collected
- ✓ Guarantee our colleagues' rights to have their privacy respected
- ✓ Ensure that these principles are respected by service providers in whom we may confide the collection or use of personal data

We must not:

- ✗ Collect so-called "sensitive" data (relating to health, ethnic origin, sexual preferences, political opinions and religious faith) without the consent of the person, unless required to by law
- ✗ Collect private data concerning other employees, unless needed for human resource management or other legitimate business reasons, and then only within the limits authorized by current laws
- ✗ Communicate personal data to a person outside De Dietrich, unless legally obliged to do so or calling on technical service providers, or unless the person concerned has authorized us to do so
- ✗ Keep the data for longer than necessary unless for legal or professional reasons
- ✗ Access or store personal data without the necessary authorizations or a pressing need to do so for the purposes of the Company's activities

* The term "personal data" refers to information that allows an individual person to be identified directly or indirectly (name, date of birth, social security number, photograph, e-mail address, computer ID, etc.).



17. Use of Company Resources

Company files, assets, equipment, technical data, and other confidential information (intellectual property, trade secrets, patents, and trademarks), as well as company resources, are significant tangible and intangible assets essential to preserving De Dietrich's business results and advantages.

We must:

- ✓ Preserve and protect company resources and prevent their loss, damage, misuse, waste, lending, transfer, or unauthorized disclosure
- ✓ Remember that all company assets and documents belong to De Dietrich

We must not:

- ✗ Use company resources for personal purposes. Limited personal use of communication tools such as email, telephone and Internet may be tolerated if it does not incur unreasonable costs or interfere with professional duties
- ✗ Misuse IT systems, email or Internet services
- ✗ Use third-party resources (photos, films, articles, etc.) without verifying that De Dietrich has the rights



18. Financial and Tax Information, Combating Money-Laundering

We all have an obligation to ensure that all the information shown in our financial and other documents is accurate. This is one of the keys to any business' success, and is essential for conducting our activity honestly, efficiently and legally. It is particularly important to provide our shareholders with information that is transparent, reliable and fair. Finally, we must ensure that our activities cannot be used to "launder" money originating from criminal activities.

We must:

- ✓ Perform authorized and legitimate transactions, such as buying, selling or transferring goods, based on valid documentation
- ✓ Record all transactions accurately, completely and in the appropriate accounting period, in accordance with generally accepted accounting principles
- ✓ Ensure that the information shown in the financial and non-financial reports is always accurate, precise and sincere
- ✓ Keep all documentation and records in an appropriate archiving system, for the duration as prescribed by laws
- ✓ Ensure that the accounting and tax declarations are comprehensive, timely, meet the laws and reflect reality
- ✓ Cooperate with internal and external auditors who shall check the quality and reliability of the information communicated

We must not:

- ✗ Use the company funds, assets or information for any illegal purpose, including the purchase of privileges or special benefits
- ✗ Sell, transfer or hand over any property of De Dietrich without the necessary authorizations and documents
- ✗ Accept cash transactions. If there are no other possibilities and provided the maximum legal amount is adhered to, such transactions must be expressly authorized by the Finance Director and General Manager of the subsidiary and be properly registered and documented
- ✗ Conceal payments by having recourse to third parties



De Dietrich

Ethics Committee

The Group's Ethics Committee

Composition and appointment of the Ethics Committee

The Ethics Committee consists of a Chairman and members chosen from the Group's main areas of activity / subsidiaries and proposed by the CEO. All Ethics Committee members shall be De Dietrich Group employees, who collectively have good knowledge of its activities and have shown the independence and freedom of thought necessary for their task.

Resources of the Ethics Committee

The Ethics Committee works closely with the Group's legal specialists / legal advisers and can call on any entity within the Group to assist it in its task. The Committee is authorized to visit any Group site or subsidiary. Ethical evaluations are carried out by third parties to verify that our principles of action are being applied, and the Chairman of the Group's Ethics Committee monitors the results. The Chairman of the Group's Ethics Committee regularly reports to the Group CEO. All members of the Ethics Committee undertake to respect confidentiality and to protect personal data.

Tasks of the Group's Ethics Committee

The Ethics Committee is responsible for:

- ✓ Managing the Code of Ethics and suggesting any alterations it considers necessary
- ✓ Listening, supporting and advising employees as well as other stakeholders
- ✓ Issuing recommendations to management teams on all ethical matters and drawing their attention to any ethical risk that our operations may raise
- ✓ Where applicable, examining all communications relating to ethics within the Group especially with international, governmental and non-governmental organizations
- ✓ Participating in requests to draw up specific practices or local policies
- ✓ Issuing recommendations to Group entities responsible for training in introducing the Code of Ethics into the training procedures, especially at the welcome and management stages
- ✓ Handles cases reported through our Navex tool and proposes action plans

Contact : ethics@dedietrich.com



De Dietrich Whistleblowing Policy

Navex Global: a simple and accessible tool



Reports can be made at any time through dedietrich.ethicspoint.com.

This service is available 24 hours a day, 7 days a week.

Select your language and country, describe the facts as precisely as possible, and then submit your report. Once the report has been sent, a personal identifier will allow you to track the progress of your case.

Reporting is acting responsibly

Maintaining a healthy, respectful, and ethical work environment is everyone's responsibility. Certain situations can put these principles at risk—such as conflicts of interest, inappropriate behavior, safety violations, fraud, or discrimination.

When in doubt, it is important to feel safe to speak up. For this reason, a secure and confidential reporting system is available to all employees.

How to contact us

- Secure website: dedietrich.ethicspoint.com

Country	Telephone number
Belgium	0800 12 719
Brazil	0800 000 0555

China	400 120 1885
Czech Republic	800 143 326
France	0 800 90 38 73
Germany	0800 1821594
Hungary	06 80 088 013
India	000 800 503 706
Ireland	1800 887 755
Italy	800 931 459
Netherlands	0800 0231222
Singapore	800 492 2636
South Africa	080 098 8867
Spain	900 751 050
Switzerland	0800 163 434
United Kingdom	0808 196 2154
United States	833 935 3284

No employee will ever be penalized for making a report in good faith about a potential issue.

Guaranteed confidentiality

Our reporting system is managed by Navex Global, an independent and highly regarded organization. No IP addresses are tracked, and no personal data is exploited. Your anonymity is fully protected.

What happens next?

Every report is carefully reviewed by a trained team. Each situation is handled seriously and respectfully, with consideration for all parties involved. If action is required, it will be taken discreetly and without exposing you. You may follow the progress of your case at any time.

A shared responsibility

Reporting is not about accusing—it is about giving the company the opportunity to act on situations that conflict with its values. It is a constructive step that serves the collective good. Your voice matters. Together, we can ensure that everyone works in an environment of trust.

In case of emergency

If you are faced with an immediate danger—whether professional or personal—please contact the appropriate authorities or emergency services directly.



De Dietrich is the global leader in the design and supply of systems, process equipment, and solutions for the pharmaceutical, food, green chemistry, and chemical industries.

De Dietrich SAS
Immeuble Le Belem
Espace Européen de l'Entreprise
5, rue de Lisbonne - CS 70009
67012 Strasbourg Cedex
www.dedietrich.com