
Policy on Bribery, Corruption and Competition Law

Scope

Location: SE Tylose GmbH & Co. KG, Wiesbaden Industrial Park
Address: Kasteler Str. 45, 65203 Wiesbaden, Germany

Ethical and compliant behaviour forms the foundation of our daily work. In this way, we protect the reputation of SE Tylose and safeguard the trust of our business partners. This policy is binding on all employees.

1. Anti-corruption: No undue advantages

We conduct our business through the quality of our products and services – not through improper influence.

- **Strictly prohibited:** No one may offer, promise or grant undue advantages, such as money, gifts or invitations, to business partners or public officials.
It is also prohibited to demand or accept such benefits from third parties.
- **No exchange of favours:** No benefit may be linked to the expectation of preferential business treatment.

2. Competition law: Fair competition

We are committed to free and fair competition. Breaches of competition law harm the market and our company's reputation.

- **No collusion:** Collusion with competitors is illegal and strictly prohibited.
- **Prohibited topics:** Our employees must not discuss matters such as prices, margins, discounts, customer allocation or market strategies with competitors.

3. Organisation, Training and Prevention

Senior management has established a dedicated compliance organisation to ensure that laws and our Code of Conduct (part of the Staff Regulations) are adhered to.

- **Compliance Manager:** A Compliance Manager monitors compliance and is available as a point of contact.
- **Regular training:** Staff members receive regular training in anti-corruption and competition law, based on an individual risk assessment of their respective role.

4. Consequences

Breaches of the provisions of this policy may result in disciplinary action under employment law.

A communication channel has been set up for employees to seek advice and report compliance breaches. The anonymity of whistleblowers is protected, and they will not suffer any professional or personal disadvantages as a result of their report.



Hiroshi Jomori

Managing Director



Dr Diethart Reichel

Site Director

Responsibility

The management is responsible for drawing up and maintaining the compliance policy of SE Tylose GmbH & Co. KG, setting annual targets and monitoring progress.

Policy Review and Revision History

This compliance policy is reviewed once a year and revised as necessary. If you have any questions, please contact: info@setylose.com

Date	Description	Version
3 May 2013	Document created	V01
26 July 2016	Addition of implementation guidelines for compliance training courses	V02
24 September 2019	Addition: Reference to the Management Manual	V03
14 September 2026	New template, content revised	V04