

# DiaSys Compliance Politics

The corporate culture and awareness of social responsibility initiated DiaSys to outline those regulations, which apply to the company, in a Compliance Management System according to ISO 37301, and to integrate it alongside the existing quality management system.

## **Management measures**

The commitment to compliance is clearly communicated by the management. A DiaSys GmbH code of conduct has been adopted and published for this purpose. The Management Board appoints the Compliance Representative.

## **Compliance-specific framework**

By implementing compliance-specific procedural instructions, guidelines and maintaining relevant legal requirements in a company-specific document, our rules are clearly and transparently defined. We comply with legal requirements and the binding obligations that we have defined ourselves. These are regularly reviewed and updated.

## **Systematic training**

To maintain the effectiveness of the compliance management system, all employees must be familiar with the relevant legal requirements as well as with internal compliance documents. The aim is for all employees to know and adhere to the DiaSys compliance rules. The basis for this is compliance training, which is offered as on-site or online training. Training on topics of fundamental relevance is considered as mandatory for every employee. Further training on specific topics is assigned according to job and responsibility profiles. The training demand is regularly reviewed.

## **Reporting of irregular behavior**

DiaSys encourages employees to report possible irregularities and infringements against law, internal regulations or guidelines. A whistleblower system has been set up for this, which allows confidential reporting via various channels. The Compliance Officer of DiaSys GmbH follows up on indications of violations in any event. No retaliation or negative consequences need to be feared for reporting, even if the report proves to be unfounded or incorrect but was made in good faith or on basis of reasonable suspicion.

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### Consequence of non-compliant behavior

Compliance violations may result in serious consequences such as warnings, termination, claims for damages, lawsuits, penalties or image loss for employees or the company. The DiaSys principle is zero tolerance regarding compliance violations. Where they do occur, the company acts resolutely.

| Version | by         | Date       | Reason for change |
|---------|------------|------------|-------------------|
| 1       | M. Pumplun | 2024-08-05 | Initial creation  |

Wixom, 2024-08-06

A handwritten signature in black ink, appearing to read 'Dr. Rick'.

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Dr. Markus Rick  
CEO