FINAL ASSESSMENT

DIEHL STIFTUNG & CO, KG

The following pages contain the detailed scoring for your company based on public information.

The following table represents a summary of your scores:

<table>
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<th>Topic</th>
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<td>Leadership, Governance and Organisation</td>
<td>10</td>
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<td>Risk Management</td>
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<td>Company Policy and Codes</td>
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<td>Training</td>
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<td>Personnel and Helplines</td>
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<td><strong>Total</strong></td>
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</table>
A1: Does the company publish a statement from the Chief Executive Officer or the Chair of the Board supporting the ethics and anti-corruption agenda of the company?

Score: 0

Comments: Based on public information, there is no readily available evidence that the company has published a statement from the CEO or Chair of the Board in the last two years, supporting the ethics and anti-corruption agenda of the company.

References:
Public: NA
A2:
Does the company’s Chief Executive Officer or the Chair of the Board demonstrate a strong personal, external facing commitment to the ethics and anti-corruption agenda of the company?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company’s CEO or Chair of the Board demonstrates a strong personal, external facing commitment to the ethics and anti-corruption agenda of the company.

References:
Public:
NA
A3:

Does the company’s Chief Executive Officer demonstrate a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company, actively promoting the ethics and anti-corruption agenda at all levels of the company structure?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company’s CEO demonstrates a strong personal, internal-facing commitment to the ethics and anti-corruption agenda of the company.

References:

Public:

NA
A4:
Does the company publish a statement of values or principles representing high standards of business conduct, including honesty, trust, transparency, openness, integrity and accountability?

Score:
0

Comments:
Based on public information, there is insufficient evidence of a statement of values representing high standards of ethical business conduct. The company website and the General Business Principles of the Diehl Corporate Group contain statements that briefly reference the values of integrity and transparency. However, the values are not assessed to be systematically identified and explained, nor linked to the policies clearly.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘Unfair or even illegal practices are not compatible with our business principles.’
‘Diehl bases all business activities on the principles of integrity and fairness.’

‘Relationships with other companies and between employees and its business partners, suppliers, customers, and with governmental offices and their personnel must be characterized by transparency, especially in the areas of purchasing and sales. This also applies to relationships with former employees and in particular to family members employees who supply our corporate group directly or indirectly with goods or services.’
‘The question of whether gifts or invitations are appropriate is to be decided according to normal business practices and with due consideration, if necessary, for the special customs of each individual country. Every appearance of dishonesty and incorrect behavior is to be avoided.’

Company website: Guiding Principles
‘Our Compliance Organization, providing a uniform, systematic, corporate-wide basis for the
ethical principles we have lived by for many years, even more reliably ensures that the business activities of all employees are characterized by a high degree of transparency, integrity and fairness.’
A5:
Does the company belong to one or more national or international initiatives that promote anti-corruption or business ethics with a significant focus on anti-corruption?

Score:

2

Comments:
Based on public information, there is evidence that the company belongs to an international initiative that promotes anti-corruption or business ethics with a significant focus on anti-corruption. Specifically, the company is a member of ASD. As such, TI understands that the company adheres to the ASD Common Industry Standards.

References:
Public:
Aerospace & Defence Industries: Securing European Prosperity (Unknown), p.9: Diehl is listed as a member.
http://www.asd-europe.org/fileadmin/user_upload/Client_documents/ASD_Contents/2_COMMUNICATION/2.5_Publications/ASD_Corporate_brochure.pdf

Common Industry Standards for European Aerospace and Defence (Unknown), p.2:
‘Wherever, in the text of the Common Industry Standards, the expression “Company” or “Companies” is used, reference is made to the corporations, which are member of ASD’

(p.3) : ‘The Companies give the largest possible scope of application to the present Common Industry Standards. In particular, they disseminate these Standards internally and within their subsidiary companies and controlled entities as well as with their agents and consultants’
https://www.adsgroup.org.uk/pages/83675783.asp
A6:
Has the company appointed a Board committee or individual Board member with overall corporate responsibility for its ethics and anti-corruption agenda?

Score:
2

Comments:
Based on public information, there is evidence that the company has appointed the Compliance Committee with overall corporate responsibility for its ethics and anti-corruption agenda. The Compliance Committee checks business processes for compliance with the company’s General Business Principles, identifies compliance problem areas and investigates recognised violations.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘In order to implement Compliance within the Diehl Corporate Group and to enforce the General Business Principles of the Diehl Corporate Group, the Executive Board and Supervisory Board have established a Compliance Organization. Diehl’s Compliance Organization is headed by Mr. Esser (Corporate Compliance Officer).
A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.
In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’

‘The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’
A7:

Has the company appointed a person at a senior level within the company to have responsibility for implementing the company’s ethics and anti-corruption agenda, and who has a direct reporting line to the Board?

Score:

2

Comments:

Based on public information, there is evidence that the company has appointed a Corporate Compliance Officer with responsibility for the implementation of its ethics and anti-corruption agenda. The individual is identified as Mr Esser; he has a direct reporting line to the Executive Board.

References:

Public:
Company website: General Business Principles of the Diehl Corporate Group
‘In order to implement Compliance within the Diehl Corporate Group and to enforce the General Business Principles of the Diehl Corporate Group, the Executive Board and Supervisory Board have established a Compliance Organization. Diehl’s Compliance Organization is headed by Mr. Esser (Corporate Compliance Officer).
A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.
In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’
‘The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’
A8:

Is there regular Board level monitoring and review of the performance of the company’s ethics and anti-corruption agenda?

Score:

1

Comments:

Based on public information, there is some evidence of regular Board level monitoring and review of the performance of the company’s ethics and anti-corruption agenda. The Compliance Committee audits business processes with respect to compliance with the General Business Principles, identifies compliance problem areas and investigates recognised violations. However, there is no evidence of a regular review of the whole compliance agenda. The company therefore scores 1.

References:

Public:
Company website: General Business Principles of the Diehl Corporate Group
‘In order to implement Compliance within the Diehl Corporate Group and to enforce the General Business Principles of the Diehl Corporate Group, the Executive Board and Supervisory Board have established a Compliance Organization. Diehl’s Compliance Organization is headed by Mr. Esser (Corporate Compliance Officer).

A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.

In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’
‘The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’

A8(a):
Is there a formal, clear, written plan in place on which the review of the ethics and anti-corruption agenda by the Board or senior management is based, and evidence of improvement plans being implemented when issues are identified?

Score:
0

Comments:
Based on public information, there is no readily available evidence of a formal, written plan that guides the review of the ethics and anti-corruption agenda by the Board or senior management. The Compliance Committee audits business processes with respect to compliance with the General Business Principles, identifies compliance problem areas and investigates recognised violations. However, there is no evidence to suggest this forms the basis of a review of the ethics and anti-corruption agenda.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘In order to implement Compliance within the Diehl Corporate Group and to enforce the General Business Principles of the Diehl Corporate Group, the Executive Board and Supervisory Board have established a Compliance Organization. Diehl’s Compliance Organization is headed by Mr. Esser (Corporate Compliance Officer).
A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.
In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’
‘The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’
A9:
Does the company have a formal process for review and where appropriate update its policies and practices in response to actual or alleged instances of corruption?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a formal process for review and where appropriate updates its policies and practices in response to actual or alleged instances of corruption. The Compliance Committee identifies compliance problem areas and investigates violations. However, there is a lack of evidence to suggest there is a formal review process, including in particular an update of the company’s policies and practices.

References:

Public:

Company website: General Business Principles of the Diehl Corporate Group
‘In order to implement Compliance within the Diehl Corporate Group and to enforce the General Business Principles of the Diehl Corporate Group, the Executive Board and Supervisory Board have established a Compliance Organization. Diehl’s Compliance Organization is headed by Mr. Esser (Corporate Compliance Officer).

A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.

In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’

‘The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’

A9(a):
Does the company have a formal anti-corruption risk assessment procedure implemented enterprise-wide?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a formal anti-corruption risk assessment procedure implemented enterprise-wide.

References:
Public:
NA
A10:
Does the company have a formal anti-corruption risk assessment procedure for assessing proposed business decisions, with clear requirements on the circumstances under which such a procedure should be applied?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a formal anti-corruption risk assessment procedure for assessing proposed business decisions.

References:
Public:
NA
A11:
Does the company conduct due diligence that minimises corruption risk when selecting or reappointing its agents?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company conducts due diligence that minimises corruption risk when selecting or reappointing its agents.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘Relationships with other companies and between employees and its business partners, suppliers, customers, and with governmental offices and their personnel must be characterized by transparency, especially in the areas of purchasing and sales. This also applies to relationships with former employees and in particular to family members employees who supply our corporate group directly or indirectly with goods or services.’
A12:
Does the company have contractual rights and processes for the behaviour, monitoring, control, and audit of agents with respect to countering corruption?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has contractual rights and processes for the behaviour, monitoring, control, and audit of agents with respect to countering corruption.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘Relationships with other companies and between employees and its business partners, suppliers, customers, and with governmental offices and their personnel must be characterized by transparency, especially in the areas of purchasing and sales. This also applies to relationships with former employees and in particular to family members employees who supply our corporate group directly or indirectly with goods or services.’
A13:
Does the company make clear to contractors, sub-contractors, and suppliers, through policy and contractual terms, its stance on bribery and corruption and the consequences of breaches to this stance?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company makes clear to contractors, sub-contractors, and suppliers, through policy and contractual terms, its stance on bribery and corruption and the consequences of breaches to this stance. The company only states that relationships with suppliers must be carried out with transparency.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘Relationships with other companies and between employees and its business partners, suppliers, customers, and with governmental offices and their personnel must be characterized by transparency, especially in the areas of purchasing and sales. This also applies to relationships with former employees and in particular to family members employees who supply our corporate group directly or indirectly with goods or services.’
A13(a):
Does the company explicitly address the corruption risks associated with offset contracting?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company explicitly addresses the corruption risks associated with offset contracting. However, as recently as June 2013 the Diehl Defence CEO stated that offset arrangements were a “necessary” component in doing business and winning orders.’ The company is a member of the Global Offset and Countertrade Association.

References:

Public:
TI notes:
Defence Update website: Diehl BGT Team with Tata Industrial Services (28 February 2010):
‘Tata Industrial Services of India and the German defense manufacturer Diehl BGT Defence have signed a Memorandum of Understanding (MoU) for industrial cooperation and offsets support in defense and security.’
http://defense-update.com/20100228_bgt_tata.html#.U19s3PlldX2g

GOCA website: Regular Member Directory
‘Diehl Defence Holding GmbH’
http://www.globaloffset.org/regularmembers.php

IHS website: Diehl Defence boss highlights preference to workshare arrangements
‘The CEO also said that technology transfer agreements and offset arrangements were a "necessary" component in doing business and winning orders.’
A13(b):
Does the company conduct due diligence that minimises corruption risk when selecting its offset partners and offset brokers?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company conducts due diligence that minimises corruption risk when selecting its offset partners and offset brokers.

References:
Public:
TI notes:
Defence Update website: *Diehl BGT Team with Tata Industrial Services (28 February 2010)*
‘Tata Industrial Services of India and the German defense manufacturer Diehl BGT Defence have signed a Memorandum of Understanding (MoU) for industrial cooperation and offsets support in defense and security.’
[http://defense-update.com/20100228_bgt_tata.html#.U19s3PldX2g](http://defense-update.com/20100228_bgt_tata.html#.U19s3PldX2g)

GOCA website: Regular Member Directory
‘Diehl Defence Holding GmbH’
A15: Does the company have an anti-corruption policy that prohibits corruption in its various forms?

Score: 1

Comments: Based on public information, there is evidence that the company has an anti-corruption policy that prohibits bribery. However, the policy is not explicit on all the forms that corruption may take. To score higher the company would need to explicitly prohibit forms of bribery such as kickbacks. The company therefore scores 1.

References:
Public: Company website: General Business Principles of the Diehl Corporate Group
‘1.1. Bribery / Corruption
Diehl forbids every kind of bribery. No employee may offer, provide, or accept bribes. Bribery is a criminal offense; this includes bribery in business transactions as well as bribery of any holder of office. As a consequence, every direct or indirect offer, promise, provision, or acceptance of inappropriate benefits, whether material or of any other kind, for the purpose of acquiring orders or procuring unlawful advantages is forbidden to all employees.’

‘1.5 Avoidance of conflicts of interests
All employees must avoid any situation which could result in a conflict between their own personal interests and the interests of Diehl. A conflict of interest can result when an employee takes a course of action or pursues interests which can hamper him or her in objectively and effectively carrying out his or her duties and meeting his or her responsibility to Diehl.
Gifts and other benefits may be accepted or given only after approval by the respective company superior or responsible person and only under the condition that the gift(s) or benefit(s) do not contravene prevailing laws or guidelines, are within proper limits, and are not intended to influence business decisions in a dishonest manner. The question of whether gifts or invitations are appropriate is to be decided according to normal business practices and with due consideration, if necessary, for the special customs of each individual country. Every appearance of dishonesty and incorrect behavior is to be avoided.’
A16:
Is the anti-corruption policy explicitly one of zero tolerance?

Score:

2

Comments:
Based on public information, there is evidence that the company has a zero tolerance policy of bribery.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘1.1. Bribery / Corruption
Diehl forbids every kind of bribery. No employee may offer, provide, or accept bribes. Bribery is a criminal offense; this includes bribery in business transactions as well as bribery of any holder of office. As a consequence, every direct or indirect offer, promise, provision, or acceptance of inappropriate benefits, whether material or of any other kind, for the purpose of acquiring orders or procuring unlawful advantages is forbidden to all employees.’
A17:
Is the company's anti-corruption policy easily accessible to Board members, employees, contracted staff and any other organisations acting with or on behalf of the company?

Score:

2

Comments:
Based on public information, there is evidence that the company's anti-corruption policy is published on its website and is easily accessible to every interested party. It is available in multiple languages.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
A17(a):
Is the company’s anti-corruption policy easily understandable and clear to Board members, employees and third parties?

Score:

2

Comments:
Based on public information, there is evidence that the policy is written in clear and understandable language.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘1.1. Bribery / Corruption
Diehl forbids every kind of bribery. No employee may offer, provide, or accept bribes. Bribery is a criminal offense; this includes bribery in business transactions as well as bribery of any holder of office. As a consequence, every direct or indirect offer, promise, provision, or acceptance of inappropriate benefits, whether material or of any other kind, for the purpose of acquiring orders or procuring unlawful advantages is forbidden to all employees.’
A18:

Does the anti-corruption policy explicitly apply to all employees and members of the Board?

Score:

1

Comments:

Based on public information, there is evidence that the company’s General Business Principles are applicable to employees at all hierarchical levels. However, it is not clear that the General Business Principles also apply to Board members. The company therefore scores 1.

References:

Public:
Company website: General Business Principles of the Diehl Corporate Group
‘No employee may offer, provide, or accept bribes. Bribery is a criminal offense; this includes bribery in business transactions as well as bribery of any holder of office. As a consequence, every direct or indirect offer, promise, provision, or acceptance of inappropriate benefits, whether material or of any other kind, for the purpose of acquiring orders or procuring unlawful advantages is forbidden to all employees.’
‘Superiors and management staff are obliged to ensure that their employees are familiar with the content of the above business principles. All employees at all hierarchical levels are individually responsible for compliance with the above business principles.’
A20:
Does the company have a policy on potential conflicts of interest, and does it apply to both employees and board members?

Score:

1

Comments:
Based on public information, there is evidence that the company has a policy on potential conflicts of interest. Despite the policy defining conflicts of interest it does not provide examples of potential conflicts of interest, nor is there a suggestion that the policy applies to Board members. The company therefore scores 1.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘1.5 Avoidance of conflicts of interests
All employees must avoid any situation which could result in a conflict between their own personal interests and the interests of Diehl. A conflict of interest can result when an employee takes a course of action or pursues interests which can hamper him or her in objectively and effectively carrying out his or her duties and meeting his or her responsibility to Diehl.
Gifts and other benefits may be accepted or given only after approval by the respective company superior or responsible person and only under the condition that the gift(s) or benefit(s) do not contravene prevailing laws or guidelines, are within proper limits, and are not intended to influence business decisions in a dishonest manner. The question of whether gifts or invitations are appropriate is to be decided according to normal business practices and with due consideration, if necessary, for the special customs of each individual country. Every appearance of dishonesty and incorrect behavior is to be avoided.’
A21:

Does the company have a policy for the giving and receipt of gifts to ensure that such transactions are bona fide and not a subterfuge for bribery?

Score:

2

Comments:

Based on public information, there is evidence that the company has a policy for the giving and receipt of gifts to ensure that such transactions are bona fide and not a subterfuge for bribery. All gifts may only be accepted or given after approval by a respective company superior or responsible person.

References:

Public:
Company website: General Business Principles of the Diehl Corporate Group
‘Gifts and other benefits may be accepted or given only after approval by the respective company superior or responsible person and only under the condition that the gift(s) or benefit(s) do not contravene prevailing laws or guidelines, are within proper limits, and are not intended to influence business decisions in a dishonest manner. The question of whether gifts or invitations are appropriate is to be decided according to normal business practices and with due consideration, if necessary, for the special customs of each individual country. Every appearance of dishonesty and incorrect behavior is to be avoided.’

A22:
Does the company's anti-corruption policy include a statement on the giving and receipt of hospitality that ensures that such transactions are bona fide and not a subterfuge for bribery?

Score:
2

Comments:
Based on public information, there is evidence that the company has a policy for the giving and receipt of hospitality (“benefits”) to ensure that such transactions are bona fide and not a subterfuge for bribery. All benefits may only be accepted or given after approval by a respective company superior or responsible person.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘Gifts and other benefits may be accepted or given only after approval by the respective company superior or responsible person and only under the condition that the gift(s) or benefit(s) do not contravene prevailing laws or guidelines, are within proper limits, and are not intended to influence business decisions in a dishonest manner. The question of whether gifts or invitations are appropriate is to be decided according to normal business practices and with due consideration, if necessary, for the special customs of each individual country. Every appearance of dishonesty and incorrect behavior is to be avoided.’
A23:
Does the company have a policy that explicitly prohibits facilitation payments?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a policy that explicitly prohibits facilitation payments. The company’s General Business Principles state that ‘every kind of bribery’ is forbidden, but there is no mention of facilitation payments.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘1.1. Bribery / CorruptionDiehl forbids every kind of bribery. No employee may offer, provide, or accept bribes. Bribery is a criminal offense; this includes bribery in business transactions as well as bribery of any holder of office. As a consequence, every direct or indirect offer, promise, provision, or acceptance of inappropriate benefits, whether material or of any other kind, for the purpose of acquiring orders or procuring unlawful advantages is forbidden to all employees.’
A24:
Does the company prohibit political contributions, or regulate such contributions in order to prevent undue influence or other corrupt intent? Does the company record and publicly disclose all political contributions?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company prohibits or regulates political contributions in order to prevent undue influence or other corrupt intent.

References:

Public:
NA
A25:
Does the company have a clear policy on engagement in lobbying activities, in order to prevent undue influence or other corrupt intent, and discloses the issues on which the company lobbies?

Score:
0

Comments:
Based on public information, the company does not have a clear policy on engagement in lobbying activities, not does it disclose the issues on which it lobbies.

References:
Public:
NA
A25(a):
Does the company prohibit charitable contributions, or regulate such contributions in order to prevent undue influence or other corrupt intent?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company prohibits or regulates charitable contributions in order to prevent undue influence or other corrupt intent.

References:
Public:
NA
A26:

Does the company provide written guidance to help Board members and employees understand and implement the firm’s ethics and anti-corruption agenda?

Score:

0

Comments:

Based on public information, there is no readily available evidence that the company provides written guidance to help Board members and employees understand and implement the firm’s ethics and anti-corruption agenda. The General Business Principles state that supervisors and management staff must ensure employees are familiar with its content, but there is no evidence to suggest that written guidance is used to facilitate this.

References:

Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group:
‘Superiors and management staff are obliged to ensure that their employees are familiar with the content of the above business principles.’
A27: Does the company have a training programme that explicitly covers anti-corruption?

Score: 2

Comments: Based on public information, there is evidence that the company has a training programme on its compliance programme, which includes an anti-corruption policy. The training programme contains an “emphasis on corruption prevention”.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group:
‘Compliance training courses (on-site events and e-learning) are regularly conducted in all countries where the Diehl Group has a site for employees on all hierarchical levels. Such Compliance training courses provide explanations regarding the "General Business Principles of the Diehl Corporate Group", with emphasis on corruption prevention/competition law. For particular departments, such as sales and purchasing, training courses specifically tailored to them are conducted.’
A28:
Is anti-corruption training provided in all countries where the company operates or has company sites?

Score:
2

Comments:
Based on public information, there is readily available evidence that the company provides compliance training, which includes an anti-corruption element, in all countries where the company has sites.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group:
‘Compliance training courses (on-site events and e-learning) are regularly conducted in all countries where the Diehl Group has a site for employees on all hierarchical levels. Such Compliance training courses provide explanations regarding the "General Business Principles of the Diehl Corporate Group", with emphasis on corruption prevention/competition law. For particular departments, such as sales and purchasing, training courses specifically tailored to them are conducted.’
A29:
Does the company provide targeted anti-corruption training to members of the Board?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company provides targeted anti-corruption training to Board members.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group:
‘Compliance training courses (on-site events and e-learning) are regularly conducted in all countries where the Diehl Group has a site for employees on all hierarchical levels. Such Compliance training courses provide explanations regarding the "General Business Principles of the Diehl Corporate Group", with emphasis on corruption prevention/competition law. For particular departments, such as sales and purchasing, training courses specifically tailored to them are conducted.’
A30:
Does the company provide tailored ethics and anti-corruption training for employees in sensitive positions?

Score:
2

Comments:
Based on public information, there is readily available evidence that the company tailors its ethics and anti-corruption training programme for particular corruption risk departments, such as sales and purchasing.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group:
‘Compliance training courses (on-site events and e-learning) are regularly conducted in all countries where the Diehl Group has a site for employees on all hierarchical levels. Such Compliance training courses provide explanations regarding the "General Business Principles of the Diehl Corporate Group", with emphasis on corruption prevention/competition law. For particular departments, such as sales and purchasing, training courses specifically tailored to them are conducted.’
A31:
Does the company have a clear and formal process by which employees declare conflicts of interest?

Score:

0

Comments:
Based on public information, there is no readily available evidence that the company has a clear and formal process by which employees declare conflicts of interest.

References:
Public:
TI notes:
Company website: General Business Principles of the Diehl Corporate Group
‘All employees must avoid any situation which could result in a conflict between their own personal interests and the interests of Diehl. A conflict of interest can result when an employee takes a course of action or pursues interests which can hamper him or her in objectively and effectively carrying out his or her duties and meeting his or her responsibility to Diehl.’
‘A Compliance Committee has been established in our company, headed by the Corporate Compliance Officer (CCO), in order to audit our business processes with respect to compliance with these principles, to identify compliance problem areas and to investigate recognised violations.
The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’
A32:
Is the company explicit in its commitment to apply disciplinary procedures to employees, Directors and Board members found to have engaged in corrupt activities?

Score:

1

Comments:
Based on public information, there is evidence that the company may apply disciplinary procedures to employees found to have engaged in corrupt activities. To score higher, the company would need to use wording that stresses an explicit commitment to apply disciplinary procedures such as ‘will’ rather than ‘can,’ as well as its applicability to Directors and Board members. The company therefore scores 1.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘All employees at all hierarchical levels are individually responsible for compliance with the above business principles. Notwithstanding further civil and/or criminal consequences, violations can be punished with disciplinary measures.’
A33:
Does the company have multiple, well-publicised channels that are easily accessible and secure, to guarantee confidentiality or anonymity where requested by the employee (e.g. web, phone, in person), to report concerns or instances of suspected corrupt activity?

Score:

2

Comments:
Based on public information, there is evidence that the company has two well-publicised channels for employees to report suspected corrupt activity, which are accessible and guarantee confidentiality. Employees can contact both the Corporate Compliance Officer and the external Ombudsman by phone, fax, mobile and email and are also able to report anonymously.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘A Compliance Committee has been established in our company, headed by the Corporate Compliance Officer (CCO), in order to audit our business processes with respect to compliance with these principles, to identify compliance problem areas and to investigate recognised violations.
The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.
In suspected cases of violations of the "General Business Principles of the Diehl Group" or of laws and regulations, the relevant contacts can be found on the Internet (www.diehl.de under tab "Company" in the sub-tab "Corporate Compliance").’
‘In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’

‘CCO Diehl Konzern
Mr. Axel Esser

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Ombudsman  
Mr. Dr. Rainer Buchert  
Kettenhofweg 1  
60325 Frankfurt am Main  
Germany  
Phone: +49 (69) 710 33 33 0 or +49 (6105) 921355  
Fax: +49 (69) 710 34 44 4  
E-Mail: dr-buchert@dr-buchert.de’  
A33(a):
Are the whistleblowing channels available to all employees in all geographies?

Score:
2

Comments:
Based on public information, there is evidence that all employees in all geographies can contact the Corporate Compliance Officer and the external Ombudsman by phone, fax, mobile and email.

References:
Public:
Company website: General Business Principles of the Diehl Corporate Group
‘A Compliance Committee has been established in our company, headed by the Corporate Compliance Officer (CCO), in order to audit our business processes with respect to compliance with these principles, to identify compliance problem areas and to investigate recognised violations.
The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.
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E-Mail: dr-buchert@dr-buchert.de’
A33(b):
Does the company have formal and comprehensive mechanisms to assure itself that whistleblowing by employees is not deterred, and that whistleblowers are treated supportively?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has formal comprehensive mechanisms to ensure itself that whistleblowing by employees is not deterred, and that whistleblowers are treated supportively. In particular there is no evidence of detailed analysis of whistleblowing data or independent employee surveys.

References:
Public:

TI notes:
Company Website: General Business Principles of the Diehl Corporate Group:

‘In suspected cases of violations of the "General Business Principles of the Diehl Group" or of laws and regulations, the relevant contacts can be found on the Internet (www.diehl.de under tab "Company" in the sub-tab "Corporate Compliance").’

‘A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.

In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’

A34: Does the company have well-publicised resources available to all employees where help and advice can be sought on corruption-related issues?

Score: 2

Comments: Based on public information, there is evidence that employees may seek advice from the Corporate Compliance Officer and its office. Furthermore, they also have the possibility to contact the external ombudsman when reporting improper business practices.

References:

Public:
Company website: General Business Principles of the Diehl Corporate Group
‘In order to implement Compliance within the Diehl Corporate Group and to enforce the General Business Principles of the Diehl Corporate Group, the Executive Board and Supervisory Board have established a Compliance Organization. Diehl’s Compliance Organization is headed by Mr. Esser (Corporate Compliance Officer).
A Compliance Committee, also including members of the Executive Board, has been set up to regularly check the business processes for compliance with the "General Business Principles of the Diehl Corporate Group", to identify Compliance issues and to investigate recognized violations. Moreover, the Corporate Compliance Officer (CCO) regularly reports to the Executive Board.
In addition, the Compliance organization includes a neutral, external ombudsman who is obliged to maintain strict confidentiality (Attorney Dr. Rainer Buchert). Diehl employees and third parties may contact him in confidence if they have observed improper business practices within companies of the Diehl Group.’
‘Superiors and management staff are obliged to ensure that their employees are familiar with the content of the above business principles.’
‘The CCO in turn is supported by a Group-wide compliance organisation. The CCO can also be consulted in all other relevant matters.’
‘CCO Diehl Konzern
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A35:
Is there a commitment to non-retaliation for bona fide reporting of corruption?

Score:
0

Comments:
Based on public information, there is no readily available evidence that the company has a commitment to non-retaliation for bona fide reporting of corruption.

References:

Public:
NA
Information Sources:

Company Website:
http://www.diehl.com/de/diehl-gruppe.html [German]