

 DEWESoft®

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# CODE OF CONDUCT

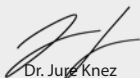
[Pocket Edition]

As a student, I've been asked: "Do you really believe you can compete against major players in the test and measurement market?" Without any hesitation my answer was always: "Definitely."

In more than two decades of Dewesoft history, we have had many sleepless nights and difficult moments; we cried and laughed, we lived through the peaks and pitfalls, we worked hard and also had lots of joyful moments together. But we never stopped developing innovative solutions for the most prominent customers around the world.

The company is not only about products and numbers - the company is all about the memories, the shared feelings, our people, and above all, the relationships we've created inside and outside of the company. I love Dewesoft and its people. I want to build a strong foundation for a very successful company that lasts the next 100 years and beyond. Living by this Code we can create an environment of happy and successful team members which can lead the world of test and measurement further.

Let's make a great tomorrow together.



Dr. Jurij Knez  
president



# VISION

**What do we stand for?**

Ethics, Principles, Beliefs

# MISSION

**Where are we going?**

**What do we aspire to achieve?**

Hope, Ambition

# VALUES

**What do we do?**

**Who do we do it for?**

Motivation, Purpose

# STRATEGY

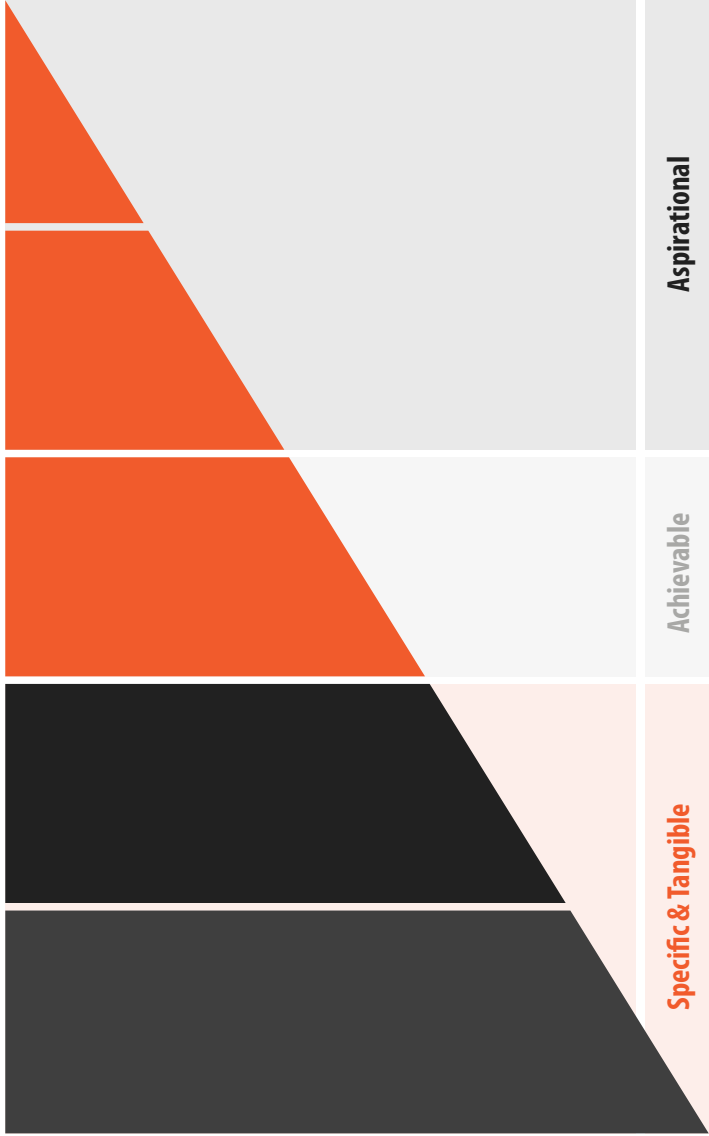
**How are we going to progress?**

Plans, Goals, Sequences

# OKRs & ACTIONS

**What do we have to do? How do we know?**

Actions, Owners, Time frames, Resources, Outcomes



**VISION**

**OUR VISION IS  
TO DESIGN TEST  
EQUIPMENT THAT  
SIMPLIFIES THE  
ADVANCEMENT OF  
HUMANITY.**

We are striving to be the customer's ultimate choice in measurement equipment created for maximum effectiveness and with stunning design. By working together with our customers on highly challenging projects we are able to provide the ultimate solution to the job at hand.

**Our mission** is to  
revolutionize the  
measurement industry  
by developing innovative  
solutions that are  
tailored to our  
customers needs.

We are on a mission to challenge and change the world of measurement technology. We develop solutions that are based on the end-user experience in mind by always thinking differently and bounding ourselves to the highest standards.



**MISSION**

**VALUES**

**“Culture eats strategy for breakfast”  
-Peter Drucker**

**A powerful and empowering culture is  
a best route to organizational success.**



# COMMITTED

**Working passionately, collaboratively and autonomously, we demonstrate a bias toward commitment.**

Without commitment, the individual can be successful, but can never achieve the extraordinary. We strive for excellence in performance, quality and rapid time to market. We want to set new directions in technology.

These goals are tough and can be accomplished only by a motivated team of people who love their work and offer initiatives and suggestions for improvements — those who are designing and building instruments with a spark in their eyes and those who light up, when they hear a new idea for improvement. We are the ones who are pushing the boundaries. We are the ones who are creating Dewesoft.

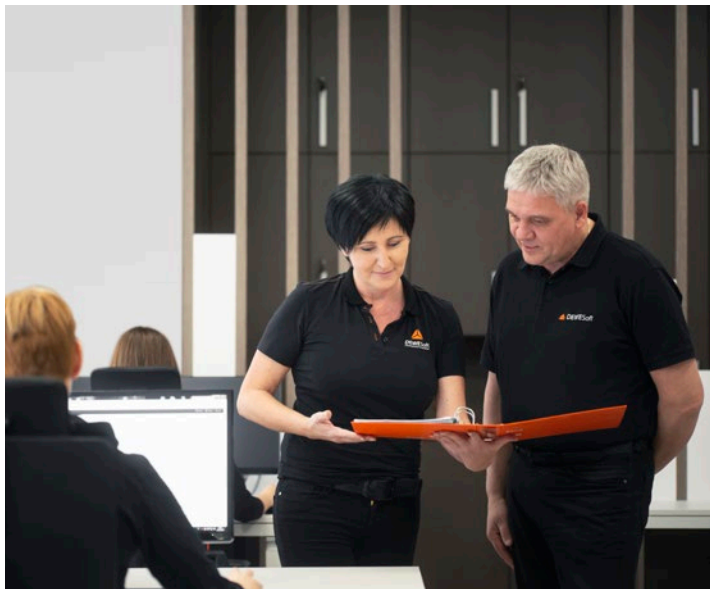


# ACCOUNTABLE

**Demonstrating integrity and responsibility through ownership of our work, currency of our knowledge and pride in our workplace and colleagues. We operate with a bias toward quality.**

Dewesoft trademark means quality, which is reflected in our services and solutions, communication with customers, our marketing, our offices, and our team. To sustain this we must constantly improve our knowledge, gather new ideas and grow.

Customers are using our instruments in their most challenging applications, so it is mandatory that the products are reliable, fully compliant with specifications and backed up by Dewesoft's superb customer support.



# TRANSPARENT

**Creating trust and team spirit by being accessible, open, honest and fair, we demonstrate a bias toward communication.**

Team members are helping and teaching each other. Every team member can improve skills and knowledge much faster with the help of their mentors and buddies.

Teamwork is a core ingredient of success because it allows transfer of knowledge and experience. Success is much more meaningful when celebrated with the team; it is much easier to overcome hurdles. Trust is the basis for a safe and creative working environment, which in the end results in customer loyalty.

Every team member can communicate with anyone to achieve optimum flow of information for the benefit of the customer and the company. Communication with customers, partners and team members must be honest, open and respectable.



# CARING

**Respectful of our customers, the company, our team, partners, ourselves and our families, our community and the environment. We operate with a bias toward action.**

We are not alone in the world. Everyone loves to work with people who have genuine hearts. Therefore, let's laugh, tap our coworkers on the shoulder, help them, pick up the trash from the floor, say hello. We have an outstanding influence on the environment and the society we live in.

Health of our coworkers is number one priority. Good relationships are behind the foundation for success. We respect human rights and equality. Everyone has the same rights and the chance to grow. Without fun, road trips, picnics, and sport activities we might be able to create the best products in the world, but we would miss out on the best memories of those moments that are making our lives richer.

Or to rephrase it: let's simply be good people. Let's try to treat others in the same way we would like to be treated



## INNOVATIVE AND ENTREPRENEURIAL

**We have an inherent need to improve our skills and to try and try again until we reach the goal. Always open to a change, we have a bias towards creativity and ability to think big.**

We are always seeking better ways to work, whether by adding new abilities to our skill set, optimizing workflows and processes, learning how our work affects the work of others, and creating an environment that encourages continuous improvement.

We strive for a culture that is safe, allowing for thoughtful risk-taking and recognizing that mistakes – and even failure – are essential to achieving success. We recognize that we make mistakes and sometimes even fail, and we expect that failure creates the opportunity to learn. Fail – learn – move forward.

We are welcoming to our coworkers' suggestions and feedback, knowing that others may recognize and will support our need to improve and grow as our jobs evolve. The advantages of innovating and thinking like entrepreneurs motivate our growth.



## 01 Work with leading companies in different industries

You'll interact on a daily basis with our valued customers from industry leading firms such as NASA, Boeing, CAT, SpaceX, Ferrari, BMW, and Lockheed Martin, to name a few.

## 02 Become a part of Dewesoft Family

You are a part of something far more fulfilling than just a paycheck. Work with people you like and grow within a network of like-minded professionals.

## 03 Start a successful career

Dream big. We constantly offer you opportunities to grow through progressive training and stimulating conferences held by industry thought leaders.

## 04 Learn from the best

Upgrade your existing knowledge. Acquire in-depth knowledge and experience from some of the top innovators in the industry, and be mentored by senior Dewesoft staff and representatives.

## 05 Let your work be rewarded

We recognize outstanding performance, including both individual achievements and extraordinary contributions to the overall company and community.

# 10 REASONS TO WORK AT DEWESOFT

## 06 Join an international team

Experience collaboration at its best. Connecting all the parts into one unified team across the globe makes amazing things happen.

## 07 Work with the latest technology

Ride on the cutting edge. We offer a modern and healthy work environment that includes the latest technology - computers, work equipment, test instruments and progressive programmes.

## 08 We value your ideas and suggestions

Liberate your genius. Innovation is encouraged. We have developed a work environment that promotes out of the box thinking.

## 09 Be yourself and fit in the team

Be accepted, seen and heard. Diversity makes us strong. We do not support uniformity but rather encourage unique perspectives that enrich our culture and deepen our mission.

## 10 Just have fun!

Relax and enjoy the journey with us and you'll reap higher rewards than you ever imagined.

**THE**

**WAY WE**

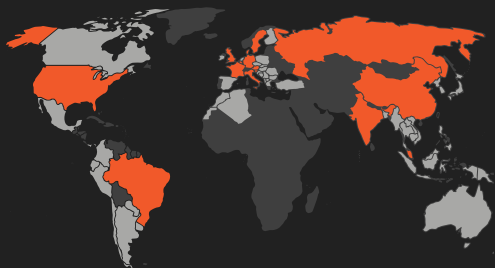
**WORK**

**We are an agile, flatly structured organization that is owned by its workers, ensuring continuous improvements, maintaining high quality and firm financial stability. We maintain a positive collegial attitude founded on our core values and open door policy to create a welcoming, and tight-knit global community.**

**FROM  
HERE ON  
IT'S UP TO  
YOU ...**



**Employee Handbook**



## **DEWESoft® WORLDWIDE**

Slovenia, Austria, Brazil, Belgium, China, Denmark, France, Germany, Hong Kong, Italy, India, Russia, Singapore, Sweden, UK, USA and partners in more than 50 countries.

## **HEADQUARTERS**

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