



CODE OF CONDUCT AND ETHICS

Consequent conduct

DREISS Patentanwälte PartG mbB expects all partners and employees to conduct themselves in accordance with this Code of Conduct. Violations of conduct requirements, legal provisions, internal guidelines and regulations can have serious consequences not only for an individual person but also for our patent law firm. Therefore, culpable intentional misconduct will not be tolerated. We sanction such misconduct and violations consistently and without exception within the framework of the legal provisions, without taking into account the name, rank and position of the acting and affected person.

Fair communication and conflict culture

We are committed to a climate and culture that is free from fear of negative consequences when evidence of misconduct is reported.

The code of conduct of our patent law firm includes respectful, trustful, dignified and open dealings with each other and with persons outside our patent law firm, such as clients, service providers, suppliers, etc., without regard to name, rank or position. This excludes the use of hurtful words and gestures. Individuals shall be judged on their merits and abilities. Persons with management responsibility, for example partners, are obliged to behave in a particularly exemplary manner.

Diversity

We have a policy of zero tolerance towards discrimination against any person based on age, nationality, ethnicity, cultural background, religion, social status, physical or mental ability, gender or sexual orientation. We encourage and welcome the contribution of all people in our patent law firm to our success. In doing so, we not only recognise that people bring different skills, knowledge, backgrounds and experiences to our patent law firm, but we explicitly welcome it.

Advancement

We encourage continued training and we are committed to ensuring that people of all ages, nationalities, ethnicities, cultural backgrounds, religions, social statuses, genders and sexual orientations, as well as those with physical or mental disabilities, can work for us.

Compliance

We do not tolerate corruption or bribery. We do not participate in agreements or arrangements with others that violate competition or antitrust law and that have the purpose or effect of restricting or preventing competition. We reject unlawful conduct. We do not accept mandates with conflicting interests.

Security and data protection

We protect both internal information and personal data provided by our clients and partners.

Our responsibility

We also expect our clients, as well as our suppliers, to tolerate our principles defined for us above and to comply with these principles.

We give back

We are also committed to giving something back to society from the success of our patent law firm through voluntary activities and services, e.g. as volunteer.