

To whom it may concern

Wednesday, May 3, 2023

Code of Conduct

Foreword

The company METU Meinig AG is committed to its social responsibilities (working conditions, transparency, environmental protection) within the context of its business activities.

The Code of Conduct is based on socially oriented corporate management by taking into account the consequences of corporate decisions and actions and creating an appropriate balance of interests.

We are guided by the generally recognized ethical values and principles and, in particular, the integrity, honesty and the respect for human dignity.

METU Meinig AG expects from its suppliers to follow an equivalent Code of Conduct in order to maintain integrity along the entire chain of supply.

Business Ethics

Compliance with the law: We comply with the relevant national and international laws and regulations.

Product safety: Products do not present and dangers when used according to their designed purpose and operating instructions.

Prohibition of corruption and bribery: No form of corruption (i.e. bribery, facilitation payments, extortion) is tolerated.

Fair competition: All business operations are subject to the rules of fair competition.

Protection of intellectual property rights: Intellectual property right belonging to third parties are respected.

Respect for Human Rights

Prohibition of child labor: We observe the general minimum age requirements for employment.

Prohibition of Involuntary Labor: Slavery, human trafficking and forced labor in general are prohibited.

No discrimination: Equal opportunity and equal treatment of all employees shall be ensured.

Others

Ecological Responsibility: Steps are taken to limit the consumption of raw materials and to offer products subject to help limiting our environmental impact while saving energy.

METU Meinig AG

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