



Code of Conduct for Suppliers mk Technology Group



Dear Suppliers and Business Partners,

at mk, we value respectful and cooperative collaboration with our customers and suppliers and are conscious of our own social responsibility. We are committed to acting with integrity and honesty with respect to business practices, employees, suppliers and competitors. It is our responsibility to ensure that our products and services are developed in a value chain that is in line with international standards.

We have therefore summarised our expectations with regard to the social, environmental and ethical responsibilities of our suppliers and their staff in the following "Code of Conduct for Suppliers".

By signing this document, all our suppliers agree to act responsibly and to adhere to the specified principles.



Sascha Krebs
Managing Director



The supplier declares that it complies with all the fundamental rights granted to all employees in accordance with the applicable national and international law (ISO 9001, in accordance with SA8000). In addition, the supplier declares that it complies with the Universal Declaration of Human Rights of the United Nations, the industry standards and all other relevant statutory provisions.

Child labour

Child labour may not be used in any phase of production. The supplier declares that child labour shall not be tolerated.

Forced labour

The supplier undertakes to protect employees from any form of forced labour and to oppose any kind of improper physical or verbal treatment of employees (such as cruelty, harassment or discrimination, exploitation in any way, coercion, and potentially threatening, offensive gestures and behaviours).

Human rights and working conditions

The supplier undertakes to adopt a position based on mutual respect towards the parties with whom it conducts business and to refrain from any discriminatory, incriminating or offensive conduct. The supplier undertakes to observe the principles of the Universal Declaration of Human Rights and to respect human rights. The supplier shall ensure occupational safety and health protection at the workplace for its employees in accordance with applicable law. Hazards and their resulting health risks shall be analysed appropriately and countered with any necessary measures.



Working hours and remuneration

The supplier adheres to applicable labour law and guarantees respect for the personal dignity, privacy and rights of each individual. The supplier guarantees the remuneration of all employees in accordance with the applicable national legal minimum wage and the observance of the statutory maximum working hours.

Anti-discrimination, inclusion and diversity

The supplier commits to promoting a respectful and open working environment and maintaining responsible dealings with all the people it employs. There is no place for discriminatory behaviour, harassment or other improper conduct towards employees or applicants on the basis of gender, age, ethnic origin, nationality, political or religious beliefs, social background, physical or mental disability, sexual orientation or any other characteristic protected by applicable law. It is important to us that our suppliers create an inclusive and supportive working environment by taking diversity into account in the selection of their employees.

Equality/women's rights

The supplier's company upholds the equal rights of all employees in accordance with article 3, paragraph 2 of the Basic Law for the Federal Republic of Germany. All employees, regardless of their gender, must be given the same appreciation. Opportunities for advancement and development are not measured by gender, but by personal suitability and performance alone.

Rights of minorities and indigenous peoples

In the supplier's company, all employees are treated equally in accordance with the legal and official requirements. The protection of minorities and indigenous peoples constitutes one of the vital points for collaboration with its customers and suppliers.



Freedom of assembly

The supplier undertakes to respect the right of employees to form a works council or other employee representatives within the framework of applicable national law.

Occupational health and safety

The supplier guarantees that the applicable national laws on occupational health and safety shall be fully complied with. An occupational health and safety management system must be introduced.

Use of private or public security services

The supplier undertakes to create a safe working environment for its interested parties (both internal and external) and to protect its property and that of its customers. Where necessary, this objective may be achieved through the deployment of security services at the relevant supplier sites. The use of force and weapons shall occur only in exceptional circumstances and in consideration of all the relevant legal and administrative provisions.

Land, forest and water rights and eviction

The supplier undertakes to refrain from participating in any unlawful eviction or unlawful dispossession of land, forests and water bodies when purchasing, building or otherwise using land, forests and water bodies whose use secures the livelihood of a person.



The supplier undertakes to comply with all applicable national laws, regulations and standards for environmental protection, as well as to conserve all resources to the greatest extent possible. It shall strive to minimise environmental pollution and risks and to improve environmental protection in day-to-day operations.

Reporting on greenhouse gas emissions

The supplier must set a company-wide target for reducing greenhouse gas emissions, with the aim of decarbonisation. Energy consumption and all the relevant greenhouse gas emissions from scopes 1 and 2 are to be monitored, documented and reported publicly in comparison to the greenhouse gas emission reduction target. The supplier is required to find solutions to improve energy efficiency and minimise its energy consumption and greenhouse gas emissions.

Water quality and consumption

It is of great importance to us that our suppliers use natural resources such as water sparingly and preserve them. Wastewater from operations, production processes and sanitary facilities must be monitored, checked and treated if necessary before discharge or disposal. In addition, measures should be introduced to reduce the production of wastewater.

Air quality

General emissions from operational processes (air and noise emissions) and greenhouse gas emissions must be routinely monitored, checked and, if necessary, regulated before they are released. The supplier is also responsible for monitoring its exhaust gas cleaning systems and is required to find economical solutions to minimise any emissions.

Energy efficiency

Energy consumption must be monitored and documented. Economical solutions to improve energy efficiency and minimise energy consumption must be found.



Biodiversity, land use and deforestation

The supplier respects land, forest and water rights and does not engage in over-exploitation and deforestation to achieve climate targets. Forced evictions are neither planned nor carried out. The processes of the supplier have no impact on biodiversity.

Decarbonisation

The supplier is committed to reducing greenhouse gas emissions to a minimum with the goal of decarbonisation, to using primarily renewable energies and to continuously increasing our energy efficiency.

Soil quality

The supplier undertakes not to adversely affect soil quality through its processes. The supplier does not release any environmentally harmful substances into the soil.

Sustainable resource management

The supplier undertakes to optimise the consumption of natural resources, including energy and water.

Waste prevention, reuse and recycling

The supplier takes a systematic approach to identifying, handling, reducing and responsibly disposing of or recycling solid waste. Materials that present a hazard when released into the environment shall be identified and handled in a way that ensures safety while handling them, such as in their transportation, storage and use and in their recycling, reuse or disposal.

Hazardous materials

The supplier undertakes to label hazardous materials, chemicals and substances and to ensure safe handling, movement, storage, recycling, reuse and disposal. All applicable laws and regulations regarding hazardous materials, chemicals and substances must be strictly observed.

Product safety

Product safety requirements that are stipulated by applicable laws and regulations are compulsorily followed.



The supplier shall comply with all applicable laws and regulations regarding corruption, bribery, fraud and prohibited business practices. Decisions should be made based on objective criteria, and conflicts of interest of any kind shall be avoided.

Fair competition/antitrust

The supplier must behave fairly towards competitors and observe the applicable antitrust laws. The supplier does not participate in agreements with competitors that violate antitrust law, nor does it abuse any potential market dominance.

Protection of intellectual property

The supplier respects the intellectual property rights of third parties and handles business correspondence confidentially. Confidential information, any kind of sensitive data and the intellectual property rights of the mk Technology Group shall be protected and properly secured in accordance with the applicable legal requirements.

Plagiarism

We expect our suppliers to adopt, implement and maintain methods and processes in keeping with their products and services that minimise the risk of the use of plagiarism and counterfeit materials in deliverable products. Effective processes should be used to detect plagiarism and counterfeit materials and mark parts as obsolete wherever necessary.

Whistleblowing/protection against retaliation

The supplier has implemented the legal requirements with regard to a reporting system for the anonymous reporting of violations of the law, violations of human rights or the existence of environmental risks. The supplier maintains a complaints mechanism that allows anonymous reporting and ensures that the concerns raised are handled appropriately. In this regard, particular attention must be paid to availability, accessibility, confidentiality and impartiality.



Data protection

The supplier respects personal data and must observe the laws on data protection and information security as well as the official regulations when collecting, storing, processing, transferring and passing on this data.

Export controls and economic sanctions

We expect our business partners, suppliers and service providers to comply with international agreements and national laws on the control of international trade and financial transactions, including laws on import and export controls.

Corruption

The supplier shall comply with applicable anti-corruption laws and regulations, including guidelines that relate to corrupt practices abroad. Agreements with competitors that could violate antitrust laws will not be tolerated.

Money laundering

The supplier shall not take part in money laundering activities and shall comply with the relevant legal obligations to prevent money laundering.

Bribery

The supplier must ensure that its employees and subcontractors do not offer, promise or grant any advantages to mk employees in an attempt to secure an order or any other preferential treatment in business dealings. Invitations and gifts to mk employees or their close associates are permitted only if they are of negligible financial value and in accordance with normal business practice.



Procurement of raw materials

The supplier declares that all applicable legal regulations in connection with conflict minerals (gold, silver, tin, tantalum, tungsten or the corresponding ores) shall be observed. It is important to us that our suppliers guarantee the traceability and thus transparency of the origin of the raw materials they procure (e.g. RoHS and REACH).

Anti-terror

The supplier undertakes to take measures to ensure that there is no direct or indirect involvement in terrorist activities, such as:

- direct or indirect terrorist activity
- terrorism for the rights of the individual and of the common good
- terrorism for social rights
- political terrorism
- national or international terrorism
- political acts of terrorism

Implementation of requirements

We expect our suppliers to identify risks within their own supply chains (tier 1 suppliers) and to take appropriate actions when necessary. If there are suspicions of violations and in order to safeguard supply chains where there are increased risks, mk demands the disclosure of supply chains.



Acceptance

It is important to us that our suppliers are aware of and comply with the requirements set out in this Code of Conduct and pass these requirements on to their employees and business partners.

If we suspect that the principles of this Code of Conduct have been breached, we reserve the right to information. If there is a well-founded suspicion or well-founded indication of possible violations of the Code of Conduct, we will investigate this matter further. In the event of proven violations, we reserve the right to respond appropriately depending on the severity of the violation.

We as a supplier hereby recognise the mk Code of Conduct for Suppliers and will follow it. We confirm that we comply with the above principles and requirements of the mk Code of Conduct for Suppliers through the use of an equivalent Code of Conduct for our company.

Place, date

Name and position

Signature and company stamp





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