



Guideline

Code of Conduct

mdexx holding GmbH | mdexx fan systems GmbH | mdexx Magnetronic Devices GmbH

excellence inside.

We declare:

1. to comply with the laws of the applicable jurisdictions
2. not to tolerate or participate in any form of corruption or bribery, directly or indirectly, and not to offer, grant or promise benefits to government officials or private sector counterparties for the purpose of influencing official actions or obtaining an unfair advantage
3. to act in accordance with national and international competition laws and not to engage in price fixing, sharing of markets or customers, market collusion or bid rigging
4. respect the intellectual property rights of others
5. avoid all conflicts of interest that may adversely affect business relationships
6. promote equal opportunity and treatment of employees regardless of color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age
7. to respect the personal dignity, privacy and personal rights of every individual
8. not to employ or force anyone to work against their will
9. not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination
10. not to tolerate behavior (including gestures, language, and physical contact) that is sexual, coercive, threatening, abusive, or exploitative

11. to provide adequate remuneration and to ensure the national minimum wage established by law
12. comply with the maximum working hours established by law in the respective country
13. to the extent permitted by law, to recognize the freedom of association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
14. not to employ workers who are not at least 14 years old
15. take responsibility for the health and safety of its employees
16. reduce risks and take the best possible precautionary measures against accidents and occupational diseases
17. provide training and ensure that all employees are competent in occupational health and safety
18. to establish and apply an appropriate occupational safety management system
19. to observe environmental protection with regard to legal norms and international standards
20. to minimize environmental impact and continuously improve environmental protection
21. to establish and apply an appropriate environmental management system

22. to appropriately promote compliance with the contents of the Code of Conduct among its suppliers.

23. to comply with the principles of non-discrimination in the selection of suppliers and in its dealings with suppliers

24. to take appropriate measures to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights.

A handwritten signature in blue ink, appearing to read "BSE".

Weyhe, 01.07.2022
Bernd Schröder,
Managing Director

Information:

Our Code of Conduct is binding for all employees of the mdexx group of companies. Within the scope of their contractual obligations, employees will comply with and live by the CoC in their areas of responsibility.