

CODE OF CONDUCT

miunske-Group

miunske
AUF DEN PUNKT

miunske^S
BEST SOLUTION

miunske^E
ELECTRONIC PARTS



Code of conduct for a just, liveable und viable society and environment

Preamble

This Code of Conduct is based on a common basic understanding of socially responsible and legally compliant corporate governance in accordance with the following guidelines.

This characterises the corporate culture, the behaviour of all employees and our dealings with business partners. Together, everyone bears responsibility for shaping a just, liveable and viable society and environment within the scope of their respective possibilities and scope of action.

The binding guidelines in this Code are based on national laws and regulations. They are also based on ethical values and principles that are laid down in international agreements, among others. They are not intended to regulate every specific situation down to the last detail, but set the standard for day-to-day work.

The employees of the miunske Group identify with the values of this Code and contribute to shaping these values through their daily behaviour, the decisions they make and the work they carry out.

The aim is to optimise business activities, products and services in accordance to this Code of Conduct.

Business partners of miunske® are encouraged to follow these principles. The acceptance of, the compliance with and the promotion of these guidelines form the basis of a trusting and successful business relationship for miunske.

Scope of application

The guidelines in this Code apply to all employees of the miunske Group, as well as to all business partners of the miunske Group. These are suppliers, customers and partners who have a business relationship with the miunske Group.

1 Integrity & behaviour within the company

1.1 Principles

Each individual assumes responsibility by taking into account the legal, economic, technological, social and environmental consequences of business decisions and actions. We act in accordance with applicable law and are guided by ethical values and principles.

1.2 Management and culture of failure

As role models, managers take responsibility for their behaviour in accordance with these regulations. They communicate openly and promote a corporate culture based on trust, transparency and appreciation.

All managers support employees in complying with the rules, promote an open failure culture and follow up on infractions. They promote integrity in everyday working life and an active exchange within the teams. They offer advice and support in the event of questions and problems. Grievances can be addressed openly.

1.3 Compliance with the law

Compliance with the applicable law and other legal provisions of the countries in which we operate, is a matter of course. If local laws and regulations are less restrictive, all our actions are guided by the principles of this Code of Conduct.

1.4 Corruption

Neither corruption, bribery nor extortion are tolerated. Benefits that are linked to the intention or could appear to be linked to the intention of influencing business decisions or gaining any other unauthorised advantage are neither promised, offered, granted, demanded nor accepted in all business relationships.

1.5 Fair competition

We act in accordance with national and international competition and antitrust law to ensure fair and equitable competition in all business relationships. It is ensured that no anti-competitive agreements are made with competitors, customers and suppliers. Suppliers, service providers and partner companies are carefully selected according to objective criteria, taking advantage of competition. The integrity of potential business partners is carefully checked before entering a business relationship.

1.6 Protection of company property and intellectual property

Company property is used responsibly and, unless otherwise agreed in individual cases, exclusively for business purposes. Employees are obliged to protect the company's assets from loss, theft and misapplication

Confidential information, proprietary know-how and intellectual property rights are respected and protected. This also applies to customer information, business secrets and non-public information of both miunske and competing companies, business partners and other third parties. Employees must maintain confidentiality about all trade and business secrets both during the term of the employment and after its termination.

1.7 Data protection

Data provided by employees, business partners and other third parties is respected and protected in compliance with legal regulations. Personal data is only collected for legitimate, previously defined purposes and in a transparent manner. This data is only processed if it is protected against loss, alteration and unauthorised use or disclosure by appropriate technical and organisational measures.

2 Social responsibility & Human Rights

2.1 Human Rights

The dignity, privacy and personal rights of each individual must be respected for all activities in the respective sphere of influence. Compliance with human rights must be ensured.

Unlawful or inappropriate behaviour in the workplace, such as violence of any kind, sexual harassment, intimidation or bullying, will not be tolerated.

The compliance of due diligence with regard to possible legal or even human rights violations within the value chains is a prerequisite.

2.2 Equality of opportunities

Every person is unique. Decisions concerning people are made exclusively on the basis of appropriate and comprehensible considerations, such as qualifications and abilities.

Unequal treatment on the basis of ethnic origin, gender, religion, disability, age, sexual identity or comparable characteristics is not tolerated. Respectful and trusting interaction with one another is encouraged by managers.

2.3 Employment rights

The physical and mental health of all employees is protected by ensuring a safe and healthy working environment and providing safe workplaces. The applicable health and safety regulations and standards are complied with. The health of all employees is also promoted through preventive programmes as part of occupational health management.

Compliance with applicable regulations on working hours, remuneration and freedom of association is a matter of course.

2.4 Responsible procurement of materials

Appropriate measures are part of due diligence for responsible material sourcing. This prevents the use of certain raw materials in products from promoting human rights violations or directly or indirectly financing armed conflicts. These raw materials include tin, tungsten, tantalum, gold and cobalt, for example

The information is checked along the supply chain, documented and available on request.

3 Ecological responsibility & environment protection

Environmental responsibility refers to the obligation of companies to conduct their business activities in an environmentally sustainable manner and goes beyond mere compliance with environmental laws and regulations.

It includes proactive efforts to reduce the carbon footprint, minimise waste, conserve resources and support diversity. It reflects the understanding that corporate activities have a significant impact on the planet and acts in recognition of the responsibility to mitigate negative impacts.

The commitment to ecological responsibility and environmental protection is a matter of course and is ensured by appropriate processes. At miunske, this is achieved through the implementation of a company environmental management system in accordance with ISO 14001.

The following topics are in focus:

- Utilising renewable energies and increasing energy efficiency
- Ensuring resource efficiency and waste reduction
- Proper disposal of waste
- Responsible handling of hazardous substances for people and the environment
- Consideration of sustainability aspects in product development
- Reduction of CO2 emissions, increased use of recycled material

4 Implementation of the Code of Conduct

The implementation of and compliance with the above guidelines must be ensured within the miunske Group and with business partners.

All employees of the miunske Group are sensitised to the contents of the Code of Conduct and trained on relevant topics as required. Compliance with the applicable law is the personal responsibility of each individual. Violations of the Code of Conduct will not be tolerated and may lead to consequences under labour law. All managers must ensure compliance with this Code in their area of responsibility.

Employees of the miunske Group and external persons can contact a manager or the compliance contact point in confidence with questions, concerns or information.