

Code of Conduct

Our commitment to ethics, integrity and responsibility

Introduction

MTG Hartmut Thiele GmbH places the highest value on ethical conduct and integrity across all its business activities. This Code of Conduct is intended to serve as a guide for all employees, managers and business partners with a view to ensuring that our actions are always in line with our fundamental values.

1. Integrity and responsibility

Our corporate culture is based on honesty and transparency. We are fully committed to always being honest and transparent in our communication and business relationships.

We recognise the importance of keeping business and customer information confidential. This information should only be shared in a way that complies with the law and with the appropriate safeguards in place.

2. Products and services

Our products are synonymous with quality and reliability. We strive to manufacture products that conform to the highest expectations and requirements of our customers, as well as to legal regulations.

We endeavour to understand the needs and concerns of our customers and deliver outstanding service to them.

3. Fight against corruption

Our business practices are driven by fairness and ethical conduct.

We operate honestly and respectfully among our competitors and comply with all relevant competition laws.

Corruption has no place in our company. Bribery, corruptibility and any form of unfair business practices are strictly prohibited.

4. Child labour and human rights

We denounce the violation of human rights in any form, including among our business partners.

Child labour and the use of forced labour along our processes and supply chains is unacceptable and shall not be tolerated.

5. Dealing with employees

We value and respect the diversity among our employees and promote a work culture free from discrimination and harassment.

Every employee is treated fairly irrespective of their gender, origin, religion, skin colour or sexual orientation.

We invest in the training and professional development of our employees with the aim of enhancing their skills and knowledge.

6. Environment and sustainability

We are committed to the responsible use of resources and the reduction of our environmental footprint.

It is our continuing goal to implement sustainable production methods aimed at minimising our impact on the environment. We adhere to all applicable environmental laws and regulations.

7. Occupational safety and health protection

We are committed to creating and maintaining safe working conditions ensuring the health and safety of our employees.

We promote measures aimed at maintaining the health of our employees and provide support in the prevention of work-related health risks.

8. Protection of personal data

We protect the personal data of our business partners and employees in compliance with prevailing data protection laws.

We inform our business partners and employees about the use of their data transparently and obtain their consent when this is required.

9. Intellectual property

We respect the intellectual property of others and pledge to comply with all applicable laws protecting intellectual property.

We protect our own intellectual property and adopt all necessary measures to preserve and defend it.

10. Social commitment

We recognise our responsibility towards society. We are committed to our social environment and strive to achieve positive changes in our surroundings.

11. Reporting of violations

Every employee bears the responsibility to report any concerns or violations regarding this Code of Conduct. We foster a culture in which open communication is encouraged and everyone can feel confident in raising such concerns.

12. Enforcement and consequences

We will thoroughly investigate any violations of this Code of Conduct that are reported and take appropriate steps to ensure that the integrity of our company is upheld.

Non-compliance with this Code of Conduct may lead to disciplinary action including, but not limited to, warnings, suspensions or terminations of employment.

13. Closing remarks

Here at MTG Hartmut Thiele GmbH, we are proud to promote a corporate culture founded on ethics, integrity and responsibility. We each contribute to living these values and reflecting them in every facet of our work. It is by respecting and adhering to this comprehensive Code of Conduct that we help forge a positive working environment in which together we achieve success and fulfil our commitments to business partners, employees and society as a whole.

Barsinghausen, 1 September 2023 Martin Thiele (Managing Director)

MTG Hartmut Thiele GmbH

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