Code of Conduct

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Introduction

MDT technologies GmbH hereby undertakes to comply with the following fundamental principles and values in its daily dealings with employees, customers, suppliers, society and the environment.

Legal Compliance

We comply with the laws and regulations of the applicable legal systems.

Respect of the employee's fundamental rights

We promote equal opportunities and equal treatment of our employees - regardless of colour, ethnic origin, nationality, social background, any disabilities, sexual orientation, political or religious beliefs, gender or age.

We respect the personal dignity, privacy and personal rights of each individual; We do not employ anyone against their will and do not force anyone to work.

We do not tolerate unacceptable treatment of employees, such as verbal, physical or social intimidation, sexual and personal harassment or discrimination.

We do not tolerate behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.

We ensure an appropriate remuneration and guarantee the statutory national minimum wage.

We comply with the statutory maximum working hours. This applies to both to the countries of our respective locations and to countries in which our employees are deployed.

We recognise, as far as legally permissible, the freedom of organisation of employees in associations. We neither favour nor discriminate against members of employee organisations or trade unions.

Prohibition of child labour

We comply with the applicable law on the protection of young workers (JArbSchG), especially when employing young people in the context of apprenticeships and school internships.

Health and safety of employees

We take responsibility for the health and safety of our employees in the work~~ing~~ environment.
We take the best possible precautionary measures to contain risks and avoid or prevent accidents and occupational illnesses.
We offer training and ensure that all employees are knowledgeable about occupational safety.
We established and are maintaining an appropriate occupational safety management system.

Environmental protection

We observe environmental protection and are compliant with legal norms and international standards; We minimize environmental pollution and continuously improve environmental protection.

We established and are maintaining an appropriate environmental management system.

Prohibition of corruption and bribery

We do not tolerate any form of corruption or bribery and do not engage in it in any way; this applies in particular to any unlawful offers of payment or similar benefits to government officials or private sector counterparties in order to influence their decision-making.

Fair competition and antitrust law

We act in accordance with national and international competition laws and do not participate in price fixing, market or customer allocation, market or quotations agreements.

Conflicts of interest

We are committed to avoiding conflicts between private and business interests or even the appearance of such conflicts.

We base our decisions solely on the basis of factual business objectives and do not allow ourselves to be influenced by personal interests or relationships.

Confidentiality and data protection

We process personal data exclusively within the framework of the applicable data protection laws and ensure that it is only used for legitimate purposes.

We maintain company and business knowledge confidentiality and protect the same from unauthorised access and disclosure.

Global trade

Cross-border trade is subject to prohibitions, restrictions, authorization requirements or other monitoring measures within the scope of export control. We ensure compliance with the applicable regulations for the import and export of goods, services and information.

We do not conduct business with persons or companies on sanctions lists that apply to us.

Responsible procurement

We take appropriate measures to avoid the use of raw materials that originate from conflict and risk areas and contribute to human rights violations, corruption or the financing of terrorism.

Supply chain

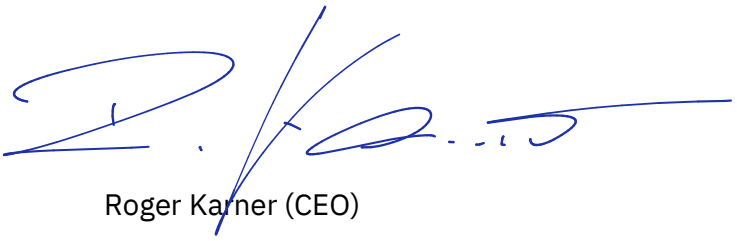
We promote compliance with the contents of this Code of Conduct among our suppliers.

We adhere to the principles of non-discrimination in the selection of suppliers and in our dealings with suppliers

Raising of concerns and of potential violations (Whistleblowing)

We have a reporting channel system that can be used to report suspected violations of rules and laws at any time (also anonymously).

We will address, follow up and investigate every report we receive.



Roger Karner (CEO)

We reserve the right to amend the requirements of this Code of Conduct in the event of changes to our compliance program.