

## 1 Foreword

The trust of our customers in our innovations, quality and reliability, spurs us on to top performance.

The MS Ultrasonic Technology Group is committed to ecologically and socially responsible corporate management. To achieve this, we as MS Ultrasonic Technology Group need the right partners in the market who share our passions and work together with us.

All expectations formulated in the Supplier Code of Conduct form a framework of requirements which is addressed to our direct suppliers. We expect from them that our requirements are passed on and actively lived in the respective supply chain.

We can only master the challenges of the future together.

Management of the MS Ultrasonic Technology Group



Thomas Baumeister  
Chief Operating Officer (COO)



Andreas Marquart  
Chief Executive Officer (CEO)

## 2 Social standards

### 2.1 Recognition of human rights

We respect the internationally applicable human rights of all individuals. We also expect this understanding and compliance from our suppliers.

### 2.2 Occupational safety and health protection in the workplace

The supplier must have occupational health and safety measures in place that meet local legal requirements. The supplier shall ensure occupational health and safety at least within the framework of national regulations and support further developments to improve the working environment.

### 2.3 Child labor and young workers

Child labor is expressly prohibited.

The national minimum requirements for the protection of young workers and their health and safety at work shall be observed.

### 2.4 Forced or Compulsory Labor and Human Trafficking

The supplier must prevent any kind of modern slavery. Examples include forced overtime, withholding of identification documents, and human trafficking.

### **2.5 Harassment and Discrimination**

The supplier must prevent any form of harassment, discrimination or unequal treatment in any form by all means. This applies, for example, to discrimination based on gender, birth, race, caste, skin color, disability, political opinion, national or social origin, religion, age, pregnancy, sexual orientation or other distinguishing characteristics.

### **2.6 Working conditions/time and remuneration**

We expect our suppliers to stand up for fair working conditions and to comply with the applicable regulations regarding working hours and vacation regulations.

Pay for regular working hours and overtime must be in line with the national statutory minimum wage or industry minimum standards, whichever is higher.

### **2.7 Freedom of Association and Right to Collective Bargaining.**

The right of employees to form and join organizations of their choice and to bargain collectively and to strike shall be respected.

Employee representatives shall be protected from discrimination.

Employees shall not be discriminated against on the basis of forming, joining or being a member of such an organization.

## **3 Environmental Standards**

### **3.1 Environmental Aspects**

The supplier shall ensure the safe and environmentally sound development and manufacture of its products, as well as their transport, disposal and use.

The supplier shall ensure that resources are used efficiently, energy-efficient and environmentally friendly technologies are used, and waste, hazardous substances, and emissions to air, water and soil are minimized.

### **3.2 Climate protection**

We have set climate targets to reduce greenhouse gas (GHG) emissions by 2030 in accordance with the Greenhouse Gas Protocol (GHG). In this regard, every piece of the mosaic helps us in the products we source from the market.

Therefore, we expect our suppliers to take measures to reduce GHG emissions and reserve the right to request a carbon footprint for the products they source.

## **4 Economic standards**

### **4.1 Responsible raw material supply chain / sustainable action**

We expect our suppliers to

- a) Measures to identify and consider risks in their supply chain when sourcing raw materials and input materials.

Special due diligence obligations apply to the so-called conflict minerals tin, tantalum, tungsten and gold. We expect our suppliers whose products contain conflict minerals to fulfill their due diligence obligations.

- b) the efficient use of energy and other valuable resources.
- c) the use of modern, environmentally friendly and energy-efficient technologies to continuously improve processes.

### **4.2 Product safety/conformity**

Products and services shall not endanger people or the environment and shall comply with agreed or legally required standards regarding product safety/conformity.

Suppliers are required to clearly communicate information regarding safe use.

## **5 Legal compliance**

### **5.1 Unfair competition**

Standards of fair business, fair advertising and fair competition shall be observed.

### **5.2 Antitrust laws**

The applicable antitrust laws shall be applied, which in particular prohibit agreements and other activities that influence prices or conditions in dealings with competitors.

### **5.3 Export Control and Sanctions Law**

The applicable legal requirements, e.g. on import, export, EU shipment, applicable sanctions as well as sanctions lists are to be observed.

### **5.4 Prevention of Money Laundering and Terrorist Financing**

The Supplier undertakes to comply with its legal obligations to prevent money laundering and the financing of terrorism within the scope of the respective applicable legal provisions and not to promote them either directly or indirectly.

### **5.5 Fight against corruption, no extortion and bribery**

The highest standards of integrity shall be applied in all business activities.

The supplier shall have a zero tolerance policy in prohibiting all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be in place to ensure compliance with anti-corruption laws.

### **5.6 Protection of Data and Trade Secrets**

The Supplier shall comply with data privacy and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.

Intellectual property rights shall be respected; technology and know-how transfers shall be made in a manner that protects intellectual property rights and customer information.

### **5.7 Compliance Organization**

As a supplier, you have the right and the possibility to report violations of this Supplier Code or any suspicious cases in this regard.

This report can be made via the mail address [compliance@ms-ultrasonic.de](mailto:compliance@ms-ultrasonic.de).

All information and reports as well as the identity of the reporter and all persons concerned will be treated strictly confidentially.