



MCH GROUP AG

MCH Group Supplier Code of Conduct

MCH Group (“MCH”) Supplier Code of Conduct contains our overarching principles to set expectation of behavior and ways of collaboration in the right way for mutual benefit. We expect from our Suppliers and Service providers to use all these principles as guard rails to guide their decisions as they do business directly or indirectly (i.e. upstream business partners, subsidiaries and affiliates) with us.

1 Comply with applicable law, regulations and MCH Policies

- Know and follow global and local laws including but not limited to health, security and environmental legislation as well as directives and applicable standards that apply to them and their business.
- Treat legal requirements as a minimum standard.
- Alert MCH to any material issue with the goods and services they supply.

2 Deal Honestly with private and public entities and individuals

- Prohibit all types of bribery, corruption and money laundering.
- Forbid gifts to private or public officials that aim at influencing business decisions.
- Our internal gift policies restrict the types and value of gifts that may be accepted by our employees to avoid undue influence on independence and conflict of interest.
- An award of a contract must not be influenced by the acceptance of advantages, money or through personal relationships.
- Implement adequate controls to prevent the above activities from occurring.
- Comply with all anti-corruption laws and regulations that govern operations in the countries in which they do business.

3 Treat People Fairly and Respect Human Rights

- Respect internationally recognized human rights, as set out in the Universal Declaration of Human Rights, as well as support the principles concerning fundamental rights at work as set out in the International Labor Organization Core Conventions the International Bill of Human Rights and adopt the United Nations Guiding Principles on Business and Human Rights (UNGPs) as framework of reference for conducting human rights due diligence.
- No tolerance to the use of human trafficking, forced labor (including forced or involuntary prison labor), or child labor as defined by the International Labor Organization (ILO).
- Foster an inclusive and ethical work environment that is free of harassment and discrimination and provides equal chances of success to all their employees.

4 Embrace Social and Environmental Responsibility

- Support MCH priorities to reduce carbon emissions, waste generation and water consumption, therefore strive to reduce environmental impact through efficient use of resources and environmentally friendly technologies, as well as efforts such as ending deforestation, minimizing greenhouse gas emissions and waste, and using resources efficiently in climate neutral manner.

5 Compete Fairly and Conduct Business with Integrity

- Avoid business practices such as arrangements that unlawfully restrain competition, improper exchange of information, spying, price fixing, etc.
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate.

6 Protect and Respect Private and Proprietary Information

- Protect any of MCH confidential information to which they have access, including its suppliers, employees or consumers’ information, intellectual property, trade secrets, patents, or financial information.
- Information gathered or known from MCH or activities related to MCH must not be used for any other purpose than which explicitly allowed / contracted by MCH. Data privacy requirements are always to be adhered to.
- Safeguard any property belonging to MCH while under their control.
- Comply with insider trading laws and take steps to prevent their employees from trading our securities while in possession of material MCH non-public information.