



YOU CALL. WE MOVE.
M.G. INTERNATIONAL
SINCE 1891

Code of Conduct (the “Code”)

This “Code” defines the basic requirements our Group is fully committed with:

- **compliance with Laws and Regulations** (with the laws of the applicable legal systems)
- **health, safety** and well-being of its employees on their work places and to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases as well as to provide training and ensure that employees are educated in health and safety issues.
- **Environmental protection** is part of our “Code” and our Integrated System and based to minimize environmental pollution and make continuous improvements in environmental; we aim at achieving a Zero defect culture
- **Respect for the basis human rights of employees** and to refuse as one of the basics to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination; to respect the personal dignity, privacy and rights of each individual
- **Prohibition of corruption and bribery** (as per Prevention an Prohibition of Corruption ACT 2000)

Every manager and supervisor is expected to take necessary actions to ensure compliance with this “Code”, to provide guidance and assist employees in resolving questions concerning the “Code”, and to permit employees to express any concerns regarding compliance with this “Code” No one has the authority to order another employee to act contrary to this “Code”

One of our most valuable assets is its integrity. Protecting this asset is the job of everyone in our Group of Companies. To that end, we have established this “Code”

Managing Director
(Position)



(signature)

Joachim Donath
(Full Name)