

m3connect Code of Conduct

for Suppliers and Service Providers

This Code of Conduct defines the minimum ethical and legal requirements that m3connect expects from all business partners. The goal is responsible, transparent, and sustainable cooperation throughout the entire value chain. The supplier and/or service provider hereby declares:

Compliance with Laws

To comply with the laws and regulations of the applicable jurisdictions.

Human Rights and Working Conditions

To ensure that all internationally proclaimed human rights are respected by avoiding the causing of and participation in human rights violations. Particular attention must be paid to respecting the human rights of rights holders or groups of rights holders who are particularly vulnerable, such as women, children, migrant workers, or (indigenous) communities.

Prohibition of Forced Labor

- Neither to use nor to contribute to slavery, servitude, forced or compulsory labor, oppression, exploitation, or human trafficking.

Prohibition of child labor

- Do not employ workers who are under the minimum age of 15. In countries covered by the exception for developing countries under ILO Convention 138, the minimum age may be reduced to 14.
- Do not employ workers under the age of 18 for work that could be harmful to their health, safety, or morals.

Non-discrimination and respect for employees

- Ensure equal treatment of employees regardless of their skin color, race, nationality, ethnicity, social background, disability, sexual identity and orientation, political, ideological, or religious beliefs, as well as their marital status, gender, or age, and promote equal opportunities for them.

- Not to tolerate inappropriate treatment of workers, such as psychological distress, sexual harassment, or discrimination—including gestures, language, and physical contact—that is sexual, coercive, threatening, abusive, or exploitative.

Freedom of Association

- To recognize the legal right of employees to form trade unions and join existing trade unions, and to participate in collective bargaining; to neither favor nor disadvantage members of employee organizations or trade unions.

Working Hours, Compensation & Employee Benefits

- To comply with applicable working hour regulations worldwide.
- To pay fair wages and comply with all applicable wage and compensation regulations.
- In the case of cross-border deployment of personnel, comply with all applicable legal provisions, particularly those regarding minimum wages.

Health & Safety, Security Personnel

- Act in accordance with applicable occupational health and safety requirements and international standards, and ensure safe working conditions.
- Offer training and ensure that all deployed employees are trained on health and safety topics.
- Establish and implement an appropriate health and safety management system. When using or collaborating with private or state security forces, ensure that the human rights of the supplier's employees and other rights holders are respected (in particular, no use of unlawful physical or psychological violence).

Complaint mechanism

- To provide employees with access to a confidential process for reporting potential violations of the principles of this Code of Conduct and to ensure that whistleblowers or complainants are protected from retaliation.

Environmental and Climate Protection and the Preservation of Natural Resources

- To act in accordance with applicable legal requirements and international standards regarding the environment. To minimize environmental pollution and continuously improve environmental protection.
- Establish and implement an appropriate environmental management system.
- Reduce emissions of pollutants into the air and greenhouse gases (especially CO₂), as well as harmful soil and water contamination and noise emissions, as much as possible.
- Increase energy efficiency, utilize renewable energy, and reduce water consumption as much as possible.
- To reduce waste and ensure its proper handling and disposal.

Fair business practices

Anti-Corruption and Bribery

- Not to tolerate any form of corruption or bribery, nor to participate in it directly or indirectly, and not to offer, grant, or promise any benefits to public sector officials or private-sector counterparties in order to influence official actions or obtain an unfair advantage. This also includes refraining from granting or accepting improper expediting payments.

Fair Competition, Antitrust Law, and Intellectual Property Rights

- To act in accordance with national and international competition laws and not to participate in price-fixing, market or customer allocation, or market or bidding collusion.
- Respect the intellectual property rights of others.

Conflicts of Interest

- Avoid and/or disclose internally and to m3connect any conflicts of interest that could influence business relationships, and avoid even the appearance of such conflicts of interest.

Money Laundering, Terrorist Financing

- Not to facilitate money laundering or terrorist financing, either directly or indirectly.

Data Protection

- To process personal data confidentially and responsibly, to respect everyone's privacy, and to ensure that personal data is effectively protected and used only for legitimate purposes.

Foreign Trade Law

- To comply with the applicable requirements of export, import, customs, and foreign trade laws.

Supply Chain

- To take appropriate measures to ensure that its suppliers comply with the fundamental principles of this Code of Conduct and to verify this on a risk-based basis.
- To adhere to the principles of non-discrimination in the selection of suppliers and in dealings with suppliers.

This Code of Conduct is an integral part of the contractual agreements with m3connect.
Violations may result in termination of the business relationship.