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## Code of Conduct for Suppliers and Business Partners - MICHEL ITC

MICHEL ITC is committed to ethical, legally compliant and sustainable action. We also expect this self-image from our suppliers and business partners. The following code of conduct defines the basic principles that we regard as binding in every business relationship.

### 1. Compliance with laws

The Supplier shall comply with all applicable national and international laws, regulations and official requirements that are relevant to its business activities - in particular with regard to commercial, tax, environmental and labor law.

### 2. Integrity & business ethics

The supplier acts fairly, honestly and transparently. Corruption, bribery, unfair methods of competition or any form of granting advantages are excluded. Decisions are made in the best interests of fair and sustainable cooperation.

### 3. Human rights & working conditions

The supplier respects internationally recognized human rights (e.g. in accordance with the UN Guiding Principles on Business and Human Rights). Any form of forced labor, child labor, discrimination or exploitation is prohibited.

### 4. Environmental protection and resource conservation

The supplier pays attention to the responsible use of natural resources and supports measures to protect the environment. We welcome it when suppliers use environmentally friendly processes and sustainable materials.

### 5. Data protection & information security

The supplier undertakes to treat confidential information and personal data obtained in the course of the cooperation with MICHEL ITC with care and to protect it from unauthorized access - in compliance with the applicable data protection laws (e.g. GDPR).

### 6. Responsibility in the supply chain

The supplier shall ensure that the principles described in this Code of Conduct are also applied in its own supply chain. It shall take appropriate measures to identify and prevent violations.

### 7. Behavior in the work environment

The supplier creates a respectful and safe working environment. Discrimination, bullying, harassment or other forms of inappropriate behavior will not be tolerated.

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#### Note:

By cooperating with MICHEL ITC, the supplier acknowledges this Code of Conduct and undertakes to comply with the principles contained therein to the best of its knowledge and to anchor them in its organization.