



MK METALFREE

Code of Conduct for business partners



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Contents

Forward

1.	Integrity and legal compliance.....	2
2.	Labour standards.....	3
3.	Environmental standards.....	3
4.	Compliance.....	4

Forward

MK METALFREE has been successfully operating internationally in the live science and pharmaceutical industries since it was founded. Decisive factors for success include integrity and honest and ethical behaviour.

The relationships with our business partners* also contribute significantly to the success of our company. We see the basis for successful cooperation in the pursuit of common principles and values. In this Code of Conduct, we have laid down principles that are an essential part of cooperation with MK METALFREE.

In accordance with our corporate strategy, we also expect our business partners to act responsibly and fairly. We and our business partners bear responsibility for our own actions as well as for the selection of our partners.

1. Integrity and legal compliance

Combatting corruption

Our business partners do not tolerate corruption. You will do your best to ensure that your employees, subcontractors or agents do not give, offer or accept bribes, kickbacks, improper donations or other improper payments or benefits to customers or other third parties.

Conflict of interests

Our business partners must avoid any situation that could create a conflict or the appearance of a conflict between their personal interests and the interests of MK METALFREE. If our business partner becomes aware of a potential conflict of interest, he will inform MK METALFREE immediately.

Money laundering

Our business partners prevent money laundering in their companies through appropriate organizational measures.

Confidentiality

Our business partners must protect confidential information about MK METALFREE and may not pass it on to unauthorized third parties and may only use it for MK METALFREE's business matters. This obligation to protect MK METALFREE continues even after the relationship has ended.

Intellectual property

Our business partners may only use the intellectual property of MK METALFREE, such as development results, drawings, patents or copyrights, in a manner permitted by their contract with MK METALFREE and the law. The intellectual property rights of others may not be misused or violated.

Fair competition

Our business partners must comply with all competition and antitrust laws and may not engage in activities that restrict or prevent competition.

2. Labour standards

Freely chosen employment

Employment with our business partners is freely chosen and there may be no forced or bonded labour. Our business partners must allow employees to terminate their employment with reasonable notice. Identity or immigration documents may not be retained, destroyed, or access denied

Child labour

Our business partners must not use child labour and should put in place procedures to ensure that no workers are used under the local compulsory school age.

Freedom of association

Our business partners respect freedom of association and grant their employees the right to represent their interests based on national legislation.

Equal opportunities

Our business partners do not tolerate discrimination against employees in any form. Employees must generally be selected, hired and promoted based on their qualifications and skills. Equality between women and men is expected.

Occupational health and safety

Our business partners adhere to the applicable legal requirements for occupational health and safety at work. A safe and hygienic working environment must be ensured and appropriate safety equipment and training must be provided.

Working hours

Our business partners must provide employees with working hours that comply with applicable regulations.

Wages and benefits

Our business partners must provide wages, benefits and overtime pay that comply with all local wage and labour laws and regulations.

3. Environmental standards

We expect our business partners to comply with the legal regulations and standards for environmental protection that affect their respective operations and to act in an environmentally conscious and sustainable manner at all locations.

Environmental and climate protection as well as the promotion of biodiversity are ongoing tasks that can only be met by constantly improving the level of protection through the permanent reduction of resource consumption and waste reduction. Our business partner makes appropriate efforts to achieve this within the scope of its business activities.

4. Compliance

Reporting violations

Our business partners must report suspected violations of legal requirements and this Code of Conduct.

Implementation

Our business partners assure that they will appropriately address the provisions of this Code of Conduct along the supply chain and enforce them against their own contractual partners through appropriate contractual provisions.

Permissions and compliance

MK METALFREE may verify compliance with this Code of Conduct or commission a third party to carry out an audit. Business relationships will be terminated if this Code of Conduct is not adhered to or if there is no commitment to a specific compliance plan in the event of non-compliance being discovered.

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Business partner declaration

We hereby confirm that we have received and understood the Code of Conduct for business partners of MK METALFREE. We also confirm that we are aware of all relevant legal requirements in the countries in which our company operates. We will report all suspected cases of violations of this Code of Conduct.

Place, Date

Company name in block letters

Company stamp

Signatory in block letters

Signature