

Supplier Code of Conduct

Introduction

TMT Tapping Measuring Technology places the highest importance on social responsibility, environmental protection and ethical business practices. We are committed to complying with both national and international standards and expect the same from our suppliers and their subcontractors. Suppliers and their subcontractors are therefore expected to actively support and implement the principles outlined in this Code of Conduct. These principles are based on recognized international frameworks, including the UN Universal Declaration of Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the ILO Core Labor Standards.

1. Social Responsibility

Human Rights and Fair Treatment: Suppliers must respect human rights and treat all employees with dignity and fairness. Compliance with the ILO Core Labor Standards is mandatory.

Prohibition of Child Labor: All forms of child labor are strictly prohibited. Suppliers must ensure that no individuals under the applicable legal minimum age are employed.

Prohibition of Forced Labor: Employment relationships must be entered into voluntarily. Employees must be free to terminate their employment with reasonable notice.

Equal Treatment and Non-Discrimination: Discrimination based on gender, age, origin, religion, disability, belief or sexual identity is not permitted. Equal opportunities for hiring, promotion, and training must be ensured for all employees.

Fair Working Conditions: Working hours, wages, and benefits must comply with applicable labor laws and regulations. Statutory rest periods must be observed.

Health and Safety: Suppliers must ensure compliance with occupational health and safety regulations. Measures must be taken to prevent workplace accidents, occupational diseases and health hazards, including training, protective equipment and regular safety inspections.

Freedom of Association: Suppliers must respect employees' rights to organize, form works councils and conduct collective bargaining without fear of retaliation or disadvantage.

2. Environmental Standards

Environmental and Climate Protection: Suppliers are expected to act in an environmentally conscious manner and use natural resources responsibly. The goal is to minimize negative environmental impacts and reduce the ecological footprint.

Sustainability: Suppliers must comply with all applicable environmental laws and regulations. This includes responsible management of waste, emissions and hazardous materials.

Product Safety: Products must be safe for both people and the environment. Suppliers must strictly comply with all legal requirements regarding product safety, labeling, packaging and the handling of hazardous substances.

3. Business Ethics

Ethical Conduct: Suppliers must conduct their business honestly, transparently, and responsibly. Decisions should be made based on objective and commercial criteria.

Conflict Minerals: Suppliers must avoid sourcing raw materials from conflict-affected or high-risk areas if these materials contribute to violence, human rights abuses or other harmful impacts.

Anti-Corruption: Corruption, bribery and any form of unlawful advantage are strictly prohibited.

Suppliers may not offer gifts or favors to TMT employees with the intention of influencing business decisions.

Avoidance of Conflicts of Interest: Business decisions must be made solely based on commercial merit. Private interests must not influence professional actions. Any potential conflicts of interest must be disclosed.

Fair Competition: Suppliers must support fair competition and comply with all applicable national and international antitrust laws. Collusive practices are not permitted.

Anti-Money Laundering: Suppliers are required to implement measures to prevent money laundering. Suspicious activities must be reported.

Export Control and Trade Compliance: All laws and regulations regarding import, export, sanctions and embargoes must be followed.

Data Protection: Personal data must be treated confidentially and protected in accordance with applicable laws.

Intellectual Property: Suppliers must respect and protect intellectual property rights. This obligation extends to their subcontractors.

4. Implementation and Compliance

Suppliers unconditionally agree to the principles and requirements of this Code of Conduct. Responsibility for compliance rests with the supplier. TMT reserves the right to verify adherence through reasonable notice and may request supporting documentation.

Non-compliance with the principles of this Code, coupled with a failure to implement appropriate corrective measures within a mutually agreed timeframe, will be considered a material breach of the contractual relationship. In such cases, TMT reserves the right to terminate the business relationship without notice, without prejudice to any other legal rights.

Luxembourg & Siegen, 16. September 2025



Lionel Hausemer, Managing Director



Andreas Dango, Managing Director