

## **Code of Conduct**

### **for Subcontractors and Suppliers**

MCE GmbH is bound by the principles of ethical behaviour, integrity and compliance. The Principles of Conduct is mandatory for all employees of MCE. Also from its subcontractors and suppliers, MCE expects integrity and ethical, law-abiding behaviour in line with the minimum standards set out below.

### **Counteracting Corruption**

Subcontractors and suppliers actively and consistently counteract criminal or unethical influence on decisions taken by MCE or other companies and institutions and fight corruptibility within their own companies. Counteracting

### **Bid Rigging**

Subcontractors and suppliers do not participate in anti-competitive bid rigging and take action against illegal cartels.

### **Counteracting Illegal Employment**

Subcontractors and suppliers comply with the applicable legal requirements and effectively eliminate illegal employment.

### **Respect for the Fundamental Rights of Employees**

Subcontractors and suppliers respect the health, safety and personal rights of their employees and adhere to the principles of respect, fairness and non-discrimination. They employ and re-munerate their employees on the basis of fair and compliant contracts. They maintain international minimum labour standards.

### **Respect for the Environment**

Subcontractors and suppliers observe relevant legal environmental standards and minimise environmental pollution.

MCE requests from its subcontractors and suppliers that they require their own subcontractors and suppliers also to comply with the principles of this Code of Conduct for Subcontractors and Suppliers.

Subcontractors and suppliers of MCE are required to report their own violations of this Code of Conduct for Subcontractors and Suppliers, insofar as these affect their business relations with MCE. They are also asked to report any knowledge of misconduct on the part of MCE employees.

Subcontractors and suppliers are required to actively resolve any suspicious cases and to cooperate unconditionally with MCE in this regard. If there are reasonable grounds to believe that a subcontractor or supplier has violated this Code of Conduct for Subcontractors and Suppliers or if a subcontractor or supplier, when a suspicious case arises, fails to sufficiently meet his obligations to resolve the case and to cooperate, MCE, on the basis of existing contractual or legal rights, can end all business relations with the subcontractor or supplier with immediate effect. In the event of a violation of this Code of Conduct for Subcontractors and Suppliers, MCE retains the right to initiate further legal measures, particularly damage claims.

MCE, from time to time, can appropriately update this Code of Conduct for Subcontractors and Suppliers and expects that its subcontractors and suppliers accept any such changes.

The subcontractor/supplier hereby declares:

1. We have received this Code of Conduct for Subcontractors and Suppliers and, in addition to our other contractual obligations vis-à-vis MCE, hereby agree to abide by it.
2. We understand that this declaration is subject to the substantive laws of the Federal Republic of Austria (excluding the standards of international privacy law).

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Venue, Date

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Name (in printable type), position

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Signature Subcontractor / Supplier

Company Stamp