

Type of Document	Department	Created		Tested		REV	Chapter
Proof	GL	Guido Jakob		Stefan Rothmann		1	--
		Date	15.08.2024	Date	15.08.2024		
Title	Code of Conduct		Ident with TRIGOCare GmbH			yes	

## Introduction

miro Verbandstoffe GmbH is committed to socially responsible corporate governance and compliance with all applicable laws and regulations. We strive to continuously improve our business activities and products in terms of economic, environmental and social sustainability.

### 1. compliance with laws and regulations

We are committed to complying with all relevant national and international laws and regulations that apply to our business. This includes, in particular, regulations on anti-corruption, anti-money laundering, data protection, competition and export control.

### 2 Anti-corruption and integrity

We do not tolerate any form of bribery or corruption. Employees and business partners may not accept, offer or grant any unlawful advantages that could lead to a conflict of interest.

### 3. anti-money laundering and fraud prevention

miro Verbandstoffe GmbH is actively committed to preventing money laundering and implementing fraud prevention mechanisms. We expect our employees and business partners to report suspicious activities.

### 4. avoidance of conflicts of interest

Employees and business partners must avoid and disclose potential or actual conflicts of interest. Decisions must be made in the best interests of the company.

### 5. accounting and record keeping

We maintain accurate and complete business records and accounting records that transparently reflect all business transactions. This ensures proper financial reporting and compliance.

### 6. fair competition

We respect the principles of free and fair competition and strictly reject practices such as price fixing or the abuse of market position.

### 7 Data protection and data security

The protection of the personal data of our employees, customers and partners is a top priority. We undertake to comply with all data protection regulations and to take appropriate measures to protect data.

### 8. fair treatment and non-discrimination

We promote a working environment based on respect, equality and inclusion. Discrimination based on gender, skin colour, religion, age, sexual orientation, disability or other legally protected characteristics is not tolerated.

### 9 Freedom of association and collective bargaining

We respect the right of employees to form or join trade unions and to engage in collective bargaining. We encourage open dialogue between management and employees.

### 10. prohibition of forced and child labour

miro Verbandstoffe GmbH rejects all forms of forced labour, slavery and child labour. We comply with international standards and laws regarding the minimum age for the employment of workers.

### 11 Occupational health and safety

The health and safety of our employees is our top priority. We create safe working conditions and take measures to prevent accidents at work and damage to health.

### 12. environmental protection

We are committed to minimising the negative environmental impact of our business activities and to working continuously to improve our ecological footprint. This includes compliance with all relevant environmental laws and regulations.

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**13 Whistleblowing and reporting violations**

Employees and business partners are encouraged to report violations of this Code of Conduct or applicable laws. We ensure that whistleblowers are protected from retaliation.

**14 Supplier responsibility**

We expect our suppliers and business partners to comply with the standards set out in this Code. This is regularly reviewed through audits and assessments.

**15. consequences of violations**

Violations of this Code of Conduct may result in disciplinary action, including termination of employment or the business relationship.

Wiehl, 15<sup>th</sup> August 2024



Guido Jakob  
CEO

**miro Verbandstoffe GmbH**