

Code of Conduct Polymetrix AG

Principle

This Code of Conduct serves as a guideline and sets the rules, values and principles to adhere to in the interactions with each other and with Polymetrix AG's customers and suppliers.

What are PMX's Obligations?

Compliance with Laws and Regulations

Polymetrix AG (PMX) recognizes all local, national and international laws, directives and standards and complies with them to the fullest. In addition, all employees are personally responsible for compliance with internal directives, rules and regulations.

Protection of Integrity and Reputation of PMX and its Partners

No employee will act in a way that could be detrimental to the trust placed in PMX by PMX's business partners or the public. PMX will put the long-term prosperity of the company, not personal interests, at the forefront of PMX's thinking and actions. PMX will avoid situations in which there is a conflict between personal interests and those of the company.

Promotion of Employee Satisfaction and Good Working Conditions

PMX strives to achieve a high level of employee satisfaction. PMX offers flexible and part time work models to PMX's employees and makes sure that the working hours are in compliance with the applicable laws and regulations.

PMX pays its employees fair market rates for their work. To ensure this, PMX systematically compares the tasks and qualifications of all employees against internal and external benchmarks. Employees share in the financial success of the company through appropriate bonus schemes. PMX guarantees equal opportunities to all PMX's personnel. In addition, PMX fosters the personal and professional development of employees.

Health and Safety

All employees are responsible for their own health and safety and for that of their co-workers. PMX will take the appropriate precautions for PMX's line of business in accordance with the particular risks involved. PMX complies fully with all relevant legislation and safety standards and PMX also conducts occupational safety analyses in order to make continuous improvements.

PMX attaches great importance to prevention and education. PMX provides a workplace and a working environment facilitating the mental and physical well-being of PMX's employees. In cases of illness, accidents, difficult situations or social need, PMX will support its employees to the fullest extent possible and put them in touch with external specialist help if necessary.

Non-tolerance of Discrimination

None of PMX's employees may be discriminated against, either by the company or by other employees, in any shape or form on the grounds of gender, age, religion, ethnicity, nationality, sexual orientation, marital status, political opinion, health condition or other personal characteristics. PMX's employees are free to join a trade union. PMX is aware of its responsibility to support people with a physical or mental disability, both internally and externally in partnership with others.



There is no place for sexual or any other form of harassment and mobbing at PMX. PMX encourages its employees to report any incidents, regardless of whether they are victims or witnesses.

Respecting Human Rights

PMX acknowledges the responsibility to respect internationally recognized human rights. PMX seeks to avoid complicity in human rights abuses. PMX does not tolerate any kind of forced and child labor within its business activities and partnerships. PMX requires its business partners to follow the same standards through its Code of Conduct for Business Partners.

Non-Acceptance of Favors or Bribes

Irrespective of the amount, employees are not permitted to make or accept gifts of money. Employees shall not engage in any act of corruption or in any form of active or passive bribery. This also applies to non-monetary gifts exceeding a value that is reasonable and customary in the country concerned. With respect to business expenditure and hospitality, PMX adheres strictly to local expense rules.

No individual, organization or company should profit from a relationship with individual employees of PMX. Any conflicts of interest should be avoided from the onset.

PMX does not provide financial support to political organizations or individuals who are incumbents of or wish to stand for political office or political posts.

Respecting the Rules of Fair Competition

PMX is committed to fair competition in which there is no place for price fixing, cartels or other activities that distort competition. PMX's employees are forbidden to enter into any unlawful or ethically dubious deals or agreements. They must comply with all antitrust legislation and regulations. In view of the complexity of these issues, experts should be consulted in cases of doubt. All employees undertake to observe good business practice.

Keeping PMX's Property and Proprietary Secrets Safe

PMX exercises great care with its equipment, resources and proprietary information. Commercial and proprietary secrets must not be disclosed to third parties, either inside or outside the company, without permission. In particular technical or commercial knowledge, drawings, customer information and other sensitive information and documents must be protected against loss or against access by unauthorized persons.

When using modern information technology such as e-mail or the Internet, all employees must comply with the respective rules in order to prevent information being inadvertently lost or passed to third parties.

Committing to Ecological Sustainability

PMX is an environmentally conscious company committed to the careful and considerate use of energy and natural resources. By its forward-looking actions, PMX contributes to minimizing the consumption of energy, water and chemicals of all types, as well as to dealing with the problem of emissions. PMX strives to continually improve the environmental performance of its products and services and ensure a careful and compliant procurement of raw materials affected by embargoes or restrictions. PMX trains and raises awareness among its employees, and also encourage its customers and suppliers to behave in an environmentally responsible manner. PMX does not condone irresponsible profit-seeking and cost-cutting at the expense of the environment and people. On the



contrary, PMX endeavors to ensure sustainability by creating a balance between economic, environmental and social aspects.

How Does PMX Ensure that Employees Adhere to its Code of Conduct?

Implementation and Monitoring

All employees of PMX undertake to uphold the principles of the Code of Conduct of PMX as one of their conditions of employment. Additionally, Managers are obliged to inform and train their staff accordingly. Infringements of these principles are investigated and appropriate measures are taken, if necessary even up to instant dismissal and criminal prosecution.

Regular monitoring is essential in an internationally operating company to ensure that procedures and directives are followed, and to provide employees with the necessary support.

Employees who become aware of violation of this Code of Conduct or other ethical guidelines and principles are encouraged and requested to report these to their line manager or their respective Human Resources manager or via the PMX speak-up channel. It protects the interests of complainants to the furthest extent possible. PMX will not accept any discrimination or retaliation against individuals who report compliance concerns in good faith.

Complaints can be placed anonymously in writing. Such reports will be handled in confidence and may not be misused as an excuse for persecution or dismissal.

