



Company policy

Moser + Pfeil GmbH + Co. KG (**MP**) is managed under Christian values, behaves ethically, complies with all applicable laws and only works with persons and / or companies that also adhere to laws and ethical principles.

We are committed to conducting business fairly and honestly. We reject corruption, as well as bribery, corruptibility, taking advantage and granting advantages. Neither employees nor business partners of **MP** may grant or accept direct or indirect payments or other inappropriate benefits in order to gain an unethical competitive advantage.

We respect human rights on the basis of the Universal Declaration of Human Rights and the International Labour Organization, as well as the Declaration on Fundamental Principles and Rights at Work. We exclude slavery in our operation and supply chain.

Taking care of the environment is a matter of course for us. We comply with the OECD Guidelines in fulfilling our due diligence duty to promote responsible supply chains for minerals and precious metals from conflict-affected and high-risk areas.

We will continue to enforce the above policies, as well as the RJC's Code of Practices, in our daily operations through regular interaction with our customers and suppliers, as well as by training of our employees.

MP is a member of the RJC, BV Schmuck und Uhren and the Berufsgenossenschaft Holz und Metall. The management of **MP** is aware of its responsibility in regards of health, social, ecology, progress, economy and the environment.

By signing **MP** is committing itself to continuously follow above principals.

Verification of responsible business practices as well as the transparency as required by the standards of the origin of raw materials is assured through auditing and certification by independent third parties.

Supplier Code of Conduct

MP is committed to adhering to moral and ethical values in the management of the company. We expect our external suppliers to apply the same philosophy in running their own businesses. We expect strict adherence to these standards by all of our suppliers, their factories, subcontractors, as well as their own suppliers. Please note that where national and other applicable laws and the supplier's code of conduct address the same issue, the regulation that sets the highest standard in the workplace will apply. If the supplier's rules of conduct are in conflict with applicable laws, the applicable law shall apply.



Employment requirements and responsibilities

Forced Labor: must be strictly prohibited by our suppliers (threat of punishment, withholding of identification documents, forced posting of a bond, or by other restrictions).

Child labor: labor by children under the age of 15 must be strictly prohibited by our suppliers.

Harassment and abuse: We expect our suppliers to treat their employees with respect and dignity. Physical punishment, psychological or physical harassment, or other forms of abuse must not be used or permitted.

Discrimination: We expect our suppliers to treat all employees equally and fairly, regardless of gender, race, religion, age, disability, political views, nationality, and social or ethnic origin.

Wages and benefits: At least at a minimum, our suppliers shall regularly pay wages and overtime at the legal rates established by law in the country of manufacture and provide their employees with the benefits required by law in each case. If there is no minimum wage or overtime pay in the country of origin, the supplier shall ensure that wages are at least equal to the average minimum wage in the respective industry and that payment for overtime is at least equal to ordinary pay. Deductions from wages shall not be made for disciplinary action.

Working hours: Our suppliers shall observe the limits set by the laws of the country of production with regard to working hours and overtime. Our suppliers are not allowed to work excessive overtime. The total number of hours worked per week, including overtime, must not exceed 60 hours and must include at least one day off within a 7-day period or, in both cases, must comply with the maximum set by the laws in the respective country.

Freedom of Association: Suppliers shall allow workers to freely choose to join or not to join a workers association of their choice. Suppliers shall:

- Adhere to applicable laws and collective bargaining agreements where such agreements exist.
- Support parallel means of dialogue such as the implementation of collective employee representation, and robust and effective dialogue between management and employees where laws prohibit or limit these freedoms.

Health and Safety: Our suppliers provide a safe and healthy workplace. They avoid accidents and injuries caused by or related to work or the use of equipment and ensure the safety of their employees. They comply with applicable local and international regulations and laws. The same principles also apply to suppliers who provide accommodation for employees.



Environmental requirements and responsibilities

We expect our suppliers to commit to a clean and safe environment. We support the use of environmentally friendly technologies. Our suppliers are committed to meeting, at a minimum, local and international environmental regulations and standards. Our suppliers can demonstrate the following requirements:

- Waste is handled carefully according to legal regulations and environmental aspects; especially hazardous waste and emissions that require special handling.
- Employees whose work has a direct impact on the environment are trained, competent and have the necessary operational information to perform their work.

Working methods

Legal requirements: We expect our suppliers to comply with applicable laws

Customs and security authorities: Subcontractors will comply with applicable customs laws, including laws regarding the importation and prohibition of the transportation of goods into the importing country.

Subcontractors: Our suppliers obtain approval from Moser + Pfeil GmbH + Co. KG before subcontracting any part of their manufacturing process to other suppliers. Our approval is subject to the subcontractors' compliance with these rules of conduct and all other applicable conditions.

Anti-corruption: Our suppliers are committed to condemning and counteracting corruption in any form, including bribery and kickbacks.

Audit: We reserve the right to audit compliance with these rules. We may conduct audits on compliance with these rules at any time without notice. Our suppliers shall provide us with the necessary information and grant representatives of Moser + Pfeil GmbH + Co. KG access to the operating sites that demonstrate compliance with the requirement of these rules of conduct.

Access to Information: The supplier shall maintain proper records to demonstrate compliance with this Code of Conduct. Our suppliers allow our representatives access to complete and accurate original records.

Sybille Sauer-Kling
Owner and managing director of Moser + Pfeil GmbH + Co. KG

Eisingen, 11th September 2023