



SUPPLIER

CODE OF CONDUCT



PREFACE

Dear suppliers,

Misumi Europa GmbH is committed to environmentally and socially responsible business management and implemented a corresponding company culture. We require all of our employees to respect the principles of environmentally and socially responsible and ethical conduct and to integrate these principles into their work. Furthermore, we strive continually to optimize the sustainability of our corporate activities and our products, and we ask our suppliers to contribute to these efforts in the spirit of an integrated approach.

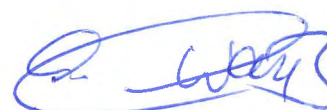
You are part of our supply chain. We expect you as our supplier to fully comply with all applicable laws and to adhere to internationally recognized human rights as well as environmental, social and corporate governance standards ("ESG standards") and implement these standards with your own suppliers and subcontractors.

You may acknowledge the principles stated below or demonstrate your commitment related to compliance with your own code of conduct or company policies that govern these standards.

Frankfurt am Main, 08.08.2024



Noriaki Murata
President, Managing Director



Arno Schwarz
Managing Director

ENVIRONMENT

- ➔ You will comply with all applicable environmental laws, regulations and standards and operate an effective system to identify and eliminate potential environmental hazards.
- ➔ The international Environmental Management Standard ISO 14001 serves as a parameter for responsible environmental business. You will take appropriate and comprehensive measures in accordance with this standard to ensure adequate environmental protection.
- ➔ We expect from you to strive to support climate protection through the goods and services you supply. In this context, we also expect from you to take appropriate account of climate protection in your own operational activities, e.g. by setting climate protection targets and implementing them accordingly with the aim of reducing air emissions such as greenhouse gases or other emissions which are hazardous to health and the environment.



■ ■ SOCIAL

- ➔ You show respect for human rights, democratic principles and international standards by international norms, such as those established in the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work.
- ➔ You ensure that you protect human rights in your operations and do not, directly or indirectly use forced labor, modern slavery and human trafficking and child labor of any kind or inputs produced using such labor.
- ➔ You adhere to the equal opportunity principle and create working conditions that include gender equality and appropriate, fair and balanced pay which complies with minimum wages and maximum working hours in accordance with your local laws.
- ➔ You include and employ people with disabilities where possible.
- ➔ You provide a safe work environment and inform your staff on working conditions, job security, pay and collective bargaining, workplace safety, employee health and social dialogue.
- ➔ You treat your employees with respect and have implemented strict measures to ensure that discrimination of any kind and harassment are avoided.
- ➔ You inform on impact of business activities of your company in relation to the protection of affected communities and the protection and safety of end users.



GOVERNANCE



- ➔ You comply with all laws and regulations applicable to your business and have established company internal controls and risk management systems to meet the regulatory environment you are operating in.
- ➔ You adhere to fair competition and business integrity as fundamental basis of all business relationship and prohibit bribery, corruption including personal gain and money laundering.
- ➔ You respect intellectual property rights.
- ➔ You ensure that your employees and stakeholders can report concerns or potentially unlawful practices.
- ➔ You protect personal data and guarantee compliance with local legal requirements, such as the European General Data Protection Regulation and have established mechanisms to ensure information security and prevent cyber attacks.
- ➔ You have established a sanction regime and do not maintain business relationships with sanction listed persons and consistently check the members of management and beneficial owners of your suppliers.
- ➔ You ensure highest product quality and safety and ensure not to supply products that contain conflict minerals.
- ➔ You train your staff to ensure that your internal policies and guidelines are acknowledged as well as this supplier code of conduct.

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