



Our Values – Code of Ethics

0. General

Our Code of Ethics and Leadership is based on the principles of UN human rights, the declarations and recommendations of the ILO (International Labour Organization), and the principles of the UN Global Compact. These principles apply to every individual who is part of the MMT team as an employee or who is in a business relationship with MMT. MMT and its business partners bear responsibility for compliance with and implementation of these principles in all global business practices.

1. Diversity

To enable professional and innovative collaboration, we consciously promote diversity within our company and believe that a wide variety of individuals and cultures ensures successful cooperation. This also aligns with our internationalization efforts in purchasing and sales.

1.1. Respect for Human Rights

We regard human rights, based on the UN Convention on Human Rights, as our fundamental values, which must be respected and upheld by all our employees. We do not tolerate any form of discrimination or harassment. Our employees are obliged to report violations of laws and of this Code of Ethics to the respective higher authorities.

1.2. Equality, Equal Treatment, Anti-Discrimination

At MMT, everyone has equal opportunities, regardless of age, belief, religion, skin color, nationality, ethnic origin, political or other convictions (provided these are not prohibited by law), gender, sexual orientation, disability, marital status, or similar factors. We provide equal conditions for all individuals and treat them equally within these conditions. We embrace diversity based on equality and also communicate this principle externally as part of our corporate policy.

The compatibility of work and family life is a considered aspect of our lived corporate culture. In addition, we support initiatives to promote women in technology as well as talented young professionals.

1.3. Prohibition of Bullying and Sexual Harassment

Bullying and sexual harassment of any kind are not tolerated. This includes degrading comments, inappropriate jokes, suggestive gestures, or similar behavior. Should inappropriate or offensive behavior nevertheless occur, the following guidelines are recommended:

- <https://www.antidiskriminierungsstelle.steiermark.at/>
- https://www.gleichbehandlung.steiermark.at/cms/dokumente/11685132_142864187/5db85769/Folder%20Gleichbehandlung_barrierefrei%20und%20ohne%20Dokumentenschutz.pdf

1.4. Prohibition of Child and Forced Labor

Child labor and forced labor are unacceptable under any circumstances and must be prevented in full. This also applies to all customers, suppliers, and business and cooperation partners of MMT.

1.5. Appreciation and Language

Everyone is jointly responsible for maintaining a positive working environment. Our interactions with one another are respectful and appreciative, regardless of position or hierarchy. We use sensitive and gender-inclusive language and continuously strive to further improve the high standards of our communication culture.

2. Working Conditions and Supply Chains

As an international mechanical engineering company, we ensure that our organization, as well as all our customers, suppliers, and business and cooperation partners, are aware of our Code of Ethics and comply with these guidelines throughout the supply chain. This Code of Ethics forms an integral part of all our contractual business relationships.

2.1. Working Environment

To create fair working conditions, the principles of the UN Convention on Human Rights and the ILO serve as guiding minimum standards. Fair remuneration in accordance with applicable legislation is a matter of course (national minimum wage requirements). We foster a working environment that does not tolerate discrimination, enables respectful cooperation, and places the safety and health of all employees at the forefront.

2.2. Environmental and Energy Policy

We develop efficient and competitive machinery solutions while continuously striving to reduce CO₂ emissions. In doing so, we contribute to environmental protection and sustainability. Guided by the principles of energy efficiency and resource conservation, we develop and design environmentally friendly and sustainable solutions and actively influence the design of our working environment. In this context, we align ourselves, among other frameworks, with the UN Sustainable Development Goals (<https://sdgs.un.org/goals>) and the European Union's Green Deal (https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_de). MMT and all its business partners commit to complying with applicable environmental laws, regulations, and standards and share the objective of continuously reviewing and improving them.

2.3. Ethics

We take responsibility for the principles set out in this Code of Ethics and, in our cooperation with customers, suppliers, and business and cooperation partners, pay close attention to whether and to what extent these guidelines are complied with. If these guidelines are not met by companies with which we have business relationships and we become aware of this, we will first seek dialogue with the company concerned and firmly insist on compliance. If these indications are ignored and no improvement is pursued, this will be regarded as a breach of contract, which may result in the immediate and extraordinary termination of the business relationship.

2.4. Occupational Safety

Product and occupational safety have top priorities. Our product portfolio is characterized, among other things, by ease of use and safe handling.

3. Laws and Values

In all business activities, we comply with the laws and regulations of the countries in which we operate. We are aware that, due to MMT's international presence, we must meet country-specific legal requirements.

4. Competition and Corruption

Our highest priority is customer orientation. In doing so, we are committed to free and fair competition. This excludes any form of corruption. Offering, promising, requesting, or accepting financial or other advantages is not permitted.

4.1. Competition and Antitrust Law — Fair Competition

We focus on performance, customer orientation, and the quality of our products. It is our corporate policy to refrain from any anti-competitive behavior and to comply with applicable international and national competition and antitrust laws.

For the benefit of all market participants, we support efforts to promote free markets and open competition worldwide. Anti-competitive conduct damages the company's reputation and may result in far-reaching legal and commercial consequences.

4.2. Corruption and Gifts

Corruption in any form is not tolerated. In dealings with public officials or other representatives of governments and public authorities, it is a matter of course for us to refrain from any actions that could unlawfully influence their decisions. We consider small gifts and tokens of appreciation between business partners as an expression of mutual respect that serves to build and maintain long-term business relationships.

However, both the acceptance and the granting of direct or indirect financial benefits are prohibited. Invitations to meals, for example, may only be accepted within the limits of customary business hospitality.

4.3. Donations and Sponsorship

We assume social responsibility and are committed to social, cultural, sporting, and scientific projects. The granting of donations and sponsorships is carried out in strict compliance with applicable law and is subject to the principle of transparency. To ensure clarity and oversight, all donations and sponsorship activities must be processed through the Marketing department. The motivation for the donation and the purpose of the sponsorship are contractually defined and documented. Donations are always made on a voluntary basis and must not give the impression that anything is expected in return. MMT does not make direct or indirect donations to political organizations, parties, or politicians. Sponsorships are contributions that are provided in exchange for consideration; in return for monetary, in-kind, or service-based contributions, a corresponding advertising or promotional service is contractually agreed.

5. Leadership

This Code of Ethics serves as a pillar of our leadership behavior: Respect for our values, integrity, and fairness form the foundation of our actions and represent a constant commitment for all employees in all aspects of corporate management.

6. Data Protection and Company Property

MMT possesses extensive corporate and trade secrets, internationally protected patents, and technical know-how of various kinds.

6.1. Data Protection

Data protection and confidentiality are the foundation of our business relationships and daily operations. Sensitive information of any kind obtained in the course of professional activities must be treated as strictly confidential and must neither be used for personal gain nor disclosed to third parties.

7. Compliance, Monitoring, and Misconduct

This Code of Ethics is always accessible to all employees and business partners. Compliance with legal regulations and guidelines is a fundamental aspect of responsible corporate conduct. Preventing legal violations and misconduct is a shared interest of our company, employees, and business partners. Any reports received are treated with strict confidentiality, addressed appropriately, and, if necessary, corrective measures are implemented. Consequences for violating the Code of Ethics may include:

- Corrective and remedial actions
- Employment-related consequences
- Serious violations or failure to take appropriate corrective actions may result in the termination of the business relationship