



Embracing Challenge



# Communication Data.

M&C Group of Companies. An overview.

## ▼ M&C TechGroup Germany GmbH

<b>Site Ratingen</b>	Group Head Office
Location	Rehhecke 79, 40885 Ratingen, Germany
Mail	P.O. Box 10 42 24, 40853 Ratingen, Germany
Fon	+49 2102 935-0
E-mail	info@mc-techgroup.com
<b>Site Aach</b>	Group Factory Aach (M&C TechGroup Germany GmbH)
Location	Im Hirtenstall 9, 78267 Aach, Germany

## ▼ M&C Worldwide – Subsidiaries

M&C TechGroup MechParts GmbH	Aach, Germany	+49 2102 935-0	info@mc-techgroup.com
M&C TechGroup Genetics GmbH	Ratingen, Germany	+49 2102 935-0	genetics@mc-techgroup.com
M&C TechGroup NorthAmerica	Ventura, CA	+1 805 654 6970	info-usa@mc-techgroup.com
M&C TechGroup China Co. Ltd.	Shanghai	+86 21 64 41 9350	info-china@mc-techgroup.com
M&C TechGroup India	Pune	+91 954 572 5252	info-india@mc-techgroup.com
M&C TechGroup MiddleEast FZCO	UAE- Dubai	+971 43 235 855	info-uae@mc-techgroup.com
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## ▼ Sales Areas Germany/Austria/Switzerland

Hamburg/Dessau	Oliver Arlt	+49 171 76 45 682	oliver.arlt@mc-techgroup.com
Dusseldorf	Manfred Reinelt	+49 171 76 45 684	manfred.reinelt@mc-techgroup.com
Frankfurt Main	Roland Walterham	+49 171 76 45 686	roland.walterham@mc-techgroup.com
Stuttgart/Switzerland	Jürgen Hommel	+49 171 76 45 687	juergen.hommel@mc-techgroup.com
Munich/Austria	Ulrich Offner	+49 171 76 45 688	ulrich.offner@mc-techgroup.com

## ▼ M&C International Sales – Offices

France	Frédéric Perret & Team	+33 472 670 840	frederic.perret@mc-techgroup.com
Belgium (fr)/Luxembourg	Frédéric Perret & Team	+33 472 670 840	frederic.perret@mc-techgroup.com
Netherlands/Belgium (fl)	Jörg Behrens	+49 151 1674 7533	joerg.behrens@mc-techgroup.com
Great Britain/Ireland	Michael Davies	+44 780 926 6658	michael.davies@mc-techgroup.com
Italy	Enrico Perrone	+39 342 579 1368	enrico.perrone@mc-techgroup.com
Spain	César Salvador	+34 607 246 549	cesar.salvador@mc-techgroup.com

## ▼ M&C International Sales – Regional Management

South Europe/Africa	Frédéric Perret	+33 622 858 683	frederic.perret@mc-techgroup.com
Scandinavia	Jörg Behrens	+49 151 1674 7533	joerg.behrens@mc-techgroup.com
Asia/Pacific area	Thibault Taffonneau	+49 171 86 68 165	thibault.taffonneau@mc-techgroup.com

## ▼ Strategic Market Relations

Globally	Marcel Hengst	+49 170 63 49 107	marcel.hengst@mc-techgroup.com
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## ▼ Additionally

Distributors	Various other countries
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# Code of Conduct.

We assume responsibility.



▶▶ [www.mc-techgroup.com](http://www.mc-techgroup.com)

Detailed information at ▶▶ [www.mc-techgroup.com](http://www.mc-techgroup.com)

# Code of Conduct.

We assume responsibility.

## Sustainability in supplier management



At M&C TechGroup and all its affiliates, we consider sustainability to be an essential component of our business processes. We purchase primary materials and services from suppliers worldwide so as to secure the sustainable success of our customers by providing innovative solutions for products systems and services.

This requires responsible management that pursues a long-term, value-added business model. For this reason we consider our suppliers to be a part of our sustainability strategy. In all our procurement activities, we do our best to take into consideration a set of economic, process-driven and technical criteria as well as essential social and ecological factors such as human rights, labor conditions, anti-corruption concerns and environmental protection.

In the areas of products/services, markets, regions or processes, the principal factors for M&C TechGroup's supplier assessment and evaluation, both in Germany and abroad, are always cost, quality, reliability, innovation and sustainability.

At M&C TechGroup, we expect that our suppliers comply with applicable

national statute, with the principles of the United Nations Global Compact, and with the M&C TechGroup Supplier Code of Conduct. Furthermore, we expect our suppliers to support suitable processes for compliance with applicable statute in their companies and to drive continuous improvements with regard to the principles and requirements laid out in the M&C TechGroup Supplier Code of Conduct. In addition, we expect from our suppliers to ensure compliance with these principles and requirements by all their affiliates.

For the purposes of this Supplier Code of Conduct, an "affiliated company" shall mean an enterprise in which one of the parties holds a direct or indirect participating interest of more than 50% of the voting registered capital.

## Conduct towards employees

At M&C TechGroup, we expect all our suppliers to respect and comply with the fundamental rights granted to all employees under applicable national statute. Furthermore, M&C expects that all their suppliers fully recognize the labor standards issued by the International Labor Organization (ILO), taking into due account the applicable laws and regulations in different countries and at different sites.

### ▼ Child labor

M&C expects that all their suppliers prohibit and refrain from any kind of child labor within their organization.

### ▼ Discrimination

At M&C TechGroup, we expect that all our suppliers promote equal opportu-

nities and equal treatment and prohibit discrimination in recruiting, promoting or selecting employees for basic or advanced training programs. Within the organization of our suppliers, no employee may be discriminated against based on his or her gender, age, color, race, nationality, sexual orientation, disabilities or religious conviction.

### ▼ Forced labor

At M&C TechGroup, we expect our suppliers to prohibit any kind of forced labor in their organizations.

### ▼ Employment rights

At M&C TechGroup, we expect that our suppliers respect the employment rights of their staff, to the full extent of applicable national statute.

### ▼ Remuneration and working time

At M&C TechGroup, we expect our suppliers to fully comply with applicable national statute on working time. Furthermore, we expect that the employees of our suppliers receive a remuneration which is in line with applicable national statute.

### ▼ Occupational health and safety

At M&C TechGroup, we expect our suppliers to fully comply with applicable national statute governing health and safety at work.

### ▼ Environmental protection

At M&C TechGroup, we expect our suppliers to comply with all applicable national laws, regulations and standards to protect the environment and to define and comply with highest possible standards of their own.

## Conduct in business environment

### ▼ Prohibition of corruption and bribery

At M&C TechGroup, we expect our suppliers to have zero-tolerance for corruption and to ensure compliance with all United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) conventions against corruption, and with all governing anti-corruption laws. In particular, our suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to any M&C TechGroup employees or related parties with the goal of securing an order award or any other form of preferential treatment in their business transactions.

### ▼ Invitations and gifts

At M&C TechGroup, we expect that our suppliers refrain from presenting any invitations or gifts to our employees so as to gain any form of influence. Any invitations or gifts to M&C employees or related parties, if any, must be reasonable and suitable with a view to scope and design, i.e. they must be of low financial value and reflect ordinary local business custom. We also expect our suppliers to refrain from asking M&C employees for any inappropriate advantages.

### ▼ Preventing conflicts of interest

In our suppliers' business dealings with us, we expect our suppliers to take decisions based on objective criteria only. Any factors that might influence our suppliers' decisions due to private, business or other conflicts of interest must be prevented from the start. The same applies to relatives and other related parties.

### ▼ Unrestricted competition

At M&C TechGroup, we expect our suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter with competitors into agreements that might constitute a breach of antitrust law, nor to take advantage of any dominant market position they might hold.

### ▼ Money laundering

At M&C TechGroup, we expect our suppliers to comply with all applicable statute governing the prevention of money laundering, and not to participate in any money laundering activities.

### ▼ Supplier relations

At M&C TechGroup, we expect our suppliers to communicate the principles laid out herein to their subcontractors and sub-suppliers and to take these principles into account when selecting sub-contractors and sub-suppliers. Our suppliers are expected to encourage their subcontractors and sub-suppliers to comply with the standards of this Code of Conduct.

### ▼ Verification

M&C TechGroup will review their suppliers' compliance with the principles and requirements laid out in the M&C TechGroup Supplier Code of Conduct in an adequate way. The decision of M&C regarding the commencement, continuation or completion of a business relation with a supplier will be subject to the supplier's compliance with this Code of Conduct and/or with the result of such review.

### ▼ Infringements of the Code of Conduct

Any violation of the principles and requirements set out in this M&C

TechGroup Supplier Code of Conduct will be considered as a serious derogation of the contractual relationship by the supplier. In the event that supplier is suspected of violating any of the principles laid out in the M&C Supplier Code of Conduct (e.g. based on negative media reports), M&C reserves the right to request relevant information from the supplier. In the event that a supplier verifiably fails to fulfill the M&C Supplier Code of Conduct, or refuses to implement improvement measures during a defined time limit, M&C reserves the right to extraordinarily and instantly terminate any or all contracts with the supplier for cause.

## SUPPORT/REFERENCES

Guidance and orientation for the implementation of the Code of Conduct can also be found here:

United Nations Global Compact  
([www.unglobalcompact.org](http://www.unglobalcompact.org))

Universal Declaration of Human Rights  
([www.un.org/en/rights](http://www.un.org/en/rights))

International Labour Standards (ILO)  
([www.ilo.org/global/standards/lang--en/index.htm](http://www.ilo.org/global/standards/lang--en/index.htm))

OHSAS 18001 Healthy & Safety Standard  
([www.ohsas-18001-occupational-health-and-safety.com](http://www.ohsas-18001-occupational-health-and-safety.com))

ISO - International Organization for Standardization  
([www.iso.org](http://www.iso.org))