

Code of Conduct

We acknowledge our social and societal responsibility towards our company and its employees, our customers and suppliers, as well as fair competition throughout the entire value chain.

To fulfil this responsibility, we adhere to the Code of Conduct we have established. This commitment is also reflected in our corporate mission statement, which precedes this code and describes the basis of our actions and interactions.

Since 1843 Möhling connects. Our family values stand for solidarity and fair, trustful cooperation. The language we share is clear, binding, and appreciative. Know-how and creative solutions are our strengths. We are a team and share our knowledge. We learn from experience and grow through challenges. Clear structures and responsibilities, as well as transparent and sustainable actions, are our standard. We see trends as opportunities for further development. **Möhling shapes the future—qualified, innovative, and reliable.**

I. General Principles

1. Basic Understanding

We are aware of our social and societal responsibility and are committed to living up to this responsibility in all our business activities.

2. Compliance with Laws

We bind us to observe the applicable laws and other relevant regulations of the countries in which we operate in all business actions and decisions. Our goal is long-term and fair business relationships. Agreed procedures and contracts are adhered to and we take changing conditions into account during our contract negotiations. The management of legal, regulatory, and customer-specific requirements is firmly integrated in our processes. Requirements and suggestions can also be submitted to us at dialog@moehling.com. These will be forwarded promptly to the responsible department for further processing.

3. Orientation towards generally valid values and principles

We base our actions on generally applicable ethical values, in particular integrity, truth, respect for human dignity and the principle of equal treatment.

II. Basic principles of social responsibility

1. Human rights

We respect and care the observance of internationally recognized human rights. In particular, we respect human rights in accordance with the UN Charter of Human Rights (Universal Declaration of Human Rights, Resolution 217 A (III) of the General Assembly of 10.12.1948).

2. Prohibition of discrimination / Whistleblower Protection Act

We reject any form of discrimination within the framework of the applicable rights and laws. This refers in particular to discrimination against employees based on race, ethnic origin, gender, religion or ideology, disability, age or sexual identity.

We have established the new requirements for reporting violations of legal provisions under the Whistleblower Protection Act (HinSchG) and have informed all employees in writing to report suspicious facts in connection with their professional activities to our external reporting office.

The requirements for the protection of whistleblowers have been implemented and we assure that there is no need to fear any disadvantages after a justified report.

3. Working conditions, prohibition of forced labour and child labour

We respect the right to freedom of association and assembly of our employees within the framework of the applicable laws and regulations. We comply with labour standards regarding working hours and remuneration in accordance with applicable laws and regulations.

Employees must be protected from corporal punishment, as well as physical, sexual, psychological and verbal harassment. The privacy of employees is respected.

The prohibition of forced labor of any kind is observed. In particular, the Convention on Forced or Compulsory Labour of 1930 (Convention No. 29 of the International Labour Organisation) and the Convention on the Abolition of Forced Labour of 1957 (Convention No. 105 of the International Labour Organisation) are complied with.

We observe the regulations prohibiting child labour, in particular the 1973 Convention on the Minimum Age for Admission to Employment (International Labour Organization Convention No. 138) and the 1999 Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (International Labour Organization Convention No. 182). If a national regulation on child labour provides for stricter standards, these must be observed as a matter of priority.

4. Environmental and energy management

We are committed to the goal of protecting the natural foundations of life of current and future generations in the long term. Laws and regulations that are enacted to protect the environment must be observed.

We are certified according to the following standards:

1. ISO 14001
2. ISO 50001

The corresponding certificates are available for download on our website <https://moehling.com>.

In addition, the Möhling Group's website is linked to a portal on the topic of "sustainability", where all ESG requirements and their implementation status are described in detail.

5. Health and safety at work

Occupational health and safety at work within the Möhling Group is governed by the statutory requirements of the respective country's occupational health and safety laws. These requirements are part of the integrated management system.

We are very interested in the health of our employees and support them through appropriate offers, projects and in-house events and through external service providers.

6. Communication

We communicate openly, comprehensibly, bindingly and appreciatively about the requirements of this Code of Conduct and about its implementation towards employees, customers, suppliers and other interest and stakeholder groups. Clear structures and responsibilities as well as transparent and sustainable action are our claim.

For specific and non-commercial questions on the topics mentioned here, you can reach contact persons from the areas of occupational safety, quality management and integrated management systems as well as environment, materials and legal compliance, product and process engineering as well as our product safety officer (PSCR) at dialog@moehling.com.

You are also welcome to contact your usual contact person at Möhling, who will forward your request internally to the responsible office.

III. Basic principles of fair competition

1. Prohibition of corruption

We reject any corruption and bribery. In dealing with business partners and state institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Decisions are made free of irrelevant considerations and personal interests. The applicable corruption criminal law must be observed. Among other things, the following should be observed:

The granting of personal benefits of our employees to domestic or foreign public officials (such as civil servants or employees in the public sector) with the aim of obtaining advantages for the Möhling Group, itself or third parties is not permitted. Personal advantages of monetary value in return for unfair preferential treatment in business transactions between companies may not be offered, promised, granted or approved.

Likewise, in dealings with business partners, personal advantages of value for unfair preferential treatment in business transactions may neither be demanded nor accepted.

The management and employees of the company may not offer, promise, demand, grant or accept gifts, payments, invitations or services in business transactions that are granted with the intention of unfairly influencing a business relationship or where there is a risk of endangering the professional independence of the business partner. This is generally not the case with gifts and invitations that are within the framework of customary business hospitality, custom and courtesy.

2. Conduct towards competitors

We respect fair competition and comply with the applicable laws that protect and promote it, in particular the applicable antitrust laws and other laws regulating competition.

In dealings with competitors, these regulations prohibit in particular agreements and other activities that unfairly influence prices or conditions, unlawfully allocate sales territories or customers, or impermissibly hinder free and open competition. Furthermore, these provisions prohibit unfair agreements between customers and suppliers that are intended to restrict customers in their freedom to determine their prices and other conditions autonomously when reselling (price and conditions determination).

3. Trade secrets

We respect and protect our trade and business secrets just as much as those of our business partners. Confidential information and confidential documents may not be passed on to third parties without authorisation or made accessible in any other way, unless authorisation has been granted, information is publicly available or there is an enforceable decision of an authority or a court.

IV. Scope, Implementation, Suppliers

1. Scope of Application

This Code of Conduct applies to all Company's locations.

2. Implementation and compliance

The employees of the Möhling Group are not only informed about the contents of this Code of Conduct and the resulting obligations, they are also part of the obligations under the employment contract. Through training and instruction, we ensure that all employees remain regularly informed about the contents of this Code of Conduct and work towards that the Code of Conduct is adhered to.

3. Suppliers

The Möhling Group will communicate the basic principles of this Code of Conduct to its direct suppliers and request to follow the Code of Conduct as well.

Altena, 30.06.2025

Möhling GmbH & Co. KG
General Management