

CODE OF CONDUCT

Our Principles

Since its founding in 2015, BinNova Microfiltration has placed the values of

- Commitment
- Competence
- Integrity

at the forefront and has aligned its daily actions accordingly.

As a result, our employees, customers, and suppliers adhere to high ethical standards in activities that are always in compliance with applicable legal regulations.

- We make no compromises on integrity and honesty.
- We tolerate neither active nor passive bribery: no disproportionate gifts, commissions, compensations, etc., for an improper advantage.
- We do not seek any unjust personal benefits: no involvement in business where we or our family have personal interests.
- Employees or their close family members do not engage in any business that is in competition.
- We behave performance-oriented and fairly in the market. We do not make agreements regarding prices, quantities, or markets with competitors.

Scope of Application

This Code of Conduct and the aforementioned principles apply to all suppliers of BinNova Microfiltration GmbH, as well as to subordinate suppliers and contracting companies.

1. Human Rights

The supplier commits to respecting internationally recognized human rights and adhering to the aforementioned principles.

Child Labor

The supplier commits to not tolerating the exploitation of children and not employing children who have not yet reached the minimum working age. Every child must be protected from economic exploitation and from having to perform work that is classified as hazardous, negatively impacts the child's education, or impairs the healthy development of the child.

Fair and Equal Treatment

The supplier commits to not tolerating any form of discrimination and grants its employees the right to associate and negotiate.

Forced Labor

The supplier commits to not tolerating any form of forced labor and respects the principle of freely chosen employment.

Working Hours and Rest

The supplier commits to respecting all applicable laws regarding working and rest times. Working hours must meet the requirements of all applicable laws.

2. Health and Safety

The supplier commits to meeting the requirements of all applicable laws regarding health and safety in the workplace.

3. Environmental Protection and Sustainability

The supplier commits to complying with all requirements of applicable laws for environmental protection.

4. Corporate Integrity

Any form of corruption, bribery, and unfair business practices is strictly prohibited. The supplier complies with all applicable legal provisions.

Consent, Monitoring, and Tracking

The supplier agrees to this Code of Conduct without changes or exceptions. It is the responsibility of the supplier to ensure the implementation of the Code of Conduct. The supplier provides sufficient evidence to confirm comprehensive compliance with the stated requirements. Furthermore, BinNova Microfiltration GmbH reserves the right to monitor compliance with the Code of Conduct for suppliers among existing and new suppliers. Monitoring may occur unannounced and be conducted by an independent third party. BinNova Microfiltration GmbH will inform the supplier of the results of the monitoring. If the supplier does not meet the conditions of the Code of Conduct and does not promptly inform BinNova Microfiltration GmbH of its reasons or fails to implement corrective measures within an agreed timeframe, BinNova Microfiltration GmbH reserves the right to terminate the business relationship at its discretion with immediate effect and without any liability or obligation.

Contact:

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