



Code of Conduct

Code of Conduct



Scope of application

This Code of Conduct applies to the following operating companies:

- Martin Christ Gefriertrocknungsanlagen GmbH
- Sigma Laborzentrifugen GmbH
- Motus Engineering GmbH & Co KG

simplified below for each company as the "group of companies".

Preamble

As a family-owned and value-oriented group of companies with over 75 years of history we are committed to a set of principles in our interactions with our employees, global customers, service providers and sales partners as well as society and the environment. Our principles and basic values are summarized in this Code of Conduct and set out the standards according to which we conduct our business.

We expect our employees and business partners to comply with our Code of Conduct. Compliance with the principles formulated in this Code of Conduct is an integral part of our evaluation and selection of business partners, including but not limited to suppliers, service providers, dealers, agents and representatives, consultants and their employees. If employees or business partners are found to have violated this Code and fail to take appropriate corrective action after a reasonable period of time, the Group reserves the right to take necessary measures.

**Our group
of companies**



Our group of companies

Business ethics | Social standards | Data protection



Business ethics

In addition to our corporate values of responsibility, long-term thinking, innovation, and integrity, our business ethics are guided by several principles that reflect our commitment to fulfilling our obligation to society. These principles include compliance with the law, transparency, respect, honesty, fairness and ethical conduct. Together, they form the foundation of our global business practices.



Social standards and working conditions

We are committed to complying with the basic code of the Ethical Trading Initiative (ETI), i.e. we guarantee minimum requirements for social standards and working conditions and thus want to help ensure that all human rights are respected and the living conditions of people affected by poverty around the world are improved. These standards include free choice of employment without coercive measures, no child labour, no inhumane or violent treatment, safe and hygienic working conditions, and minimum wages. All human rights must be respected, regardless of gender, origin, language, religion, ethnicity, and other status. We expect our business partners to uphold these minimum standards and take a firm stance against any deviations.



Data protection and cybersecurity

To safeguard business secrets, personal data and intellectual property from misuse, theft, unauthorised access, unauthorised modification and loss, we take all necessary measures to protect and maintain confidentiality. The processing of personal data is carried out in accordance with the basic principles of the European Data Protection. In accordance with §4f. (1), a company data protection officer has been appointed. Our IT policy contains clear principles of behaviour for all employees to ensure the security of the company network and compliance with applicable legislation. We use various technical and organisational measures to control access to IT-relevant areas.

Our group of companies

Risk management | Quality policy | Dealing with conflicts of interest



Risk management and assessment

In order to fulfil our responsibility for the quality of our products and the economic, ecological and social impact of our business activities, we conduct risk assessments and risk management.

Compliance with laws and regulations

Compliance with applicable regulations and laws is fundamental to our operations. This includes adhering to all export and import control regulations, as well as all other applicable commercial and customs regulations, in particular applicable law on sanctions programmes and economic embargoes.

Anyone who suspects or discovers violations of applicable laws and our Code of Conduct is encouraged to report it to their supervisor or the management. All reported incidents will be handled in accordance with data protection laws in Germany.



Quality policy

Our group of companies is committed to continuous improvement, ensuring our products and process meet market requirements while adhere to the highest quality and safety standards. Quality assurance measures are outlined in a joint presentation of the processes and supplementary instructions in the quality management system. The process description complies with recognized regulations, in particular DIN EN ISO 9001, and for medical devices, ISO 13485, in their latest versions. The principles are set out in the joint quality policy of the Group described separately.



Dealing with conflicts of interest

A conflict of interest arises when the personal interests of employees interfere with the interests of our Group. It is prohibited to operate or manage a company that is in competition with our group of companies. Furthermore, conducting business on our behalf with companies in which employees or their family members and partners are involved is not allowed. In addition, employees may not use their position or knowledge they have gained as a result of their position for their private or personal benefit. Employees who feel that a course of action they are pursuing or considering could cause a conflict of interest with our company are required to disclose this to their supervisor.

Our group of companies

Equal treatment | Health and safety | Social media



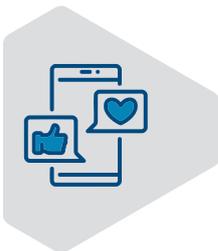
Equal treatment in the workplace

Our approach to diversity is rooted in openness and tolerance. Discrimination based on gender, race, disability, ethnic origin, ideology, or religion has no place in our group of companies. We respect the right of all employees to form employee representative bodies and demonstrate a high appreciation of family. Flexibility and tolerance with regard to working hours for parents, support for parental leave of both parents and equal pay in line with the collective agreement are examples of the realisation of this appreciation.



Health and safety

Guided by our principle, "Healthy employees - healthy company", we go beyond legal requirements to proactively address health risks and ensure workplace safety. This includes regularly analysing sickness statistics, encouraging participation in sporting events, monitoring particular stresses and strains, and assessing overall employee well-being. Responsibilities for occupational health and safety, hazardous substances, medical officer as well as associated measures are organisationally anchored and established in the company to minimize health risks for employees.



Social media

The presentation of our Group in the (social) media is guided by objectivity, respect, truthfulness, and adherence to image rights, along with clear and responsible communication. If our employees establish a connection to our group of companies in (social) media, these principles must be upheld.

**Our
value chain**



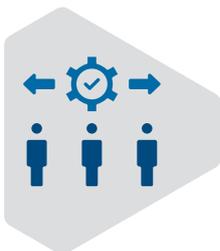
Our value chain

Fair competition | Customers, suppliers, partners | Corruption



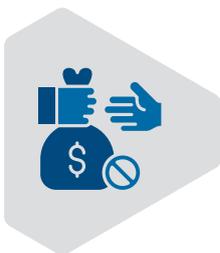
Fair competition

We are committed to fair and undistorted competition, acting responsibly with business partners, and fully complying with antitrust law. We do not engage in discussing competitive conditions with competitors. Our group of companies stands out through the quality of its products, services and innovations.



Customers, suppliers and partners

Our goal is to provide our customers with reliable, high-quality products and services, not only maintaining but also continually strengthening their trust in the quality of our offerings. For our companies, quality means fulfilling orders in line with customer requirements and meeting agreed delivery dates. Achieving this requires defining, aligning, and executing all processes so that the delivered products meet the specifications outlined by the customer and agreed upon in the contract. Additionally, the company's products and services are guided by principles of cost-effectiveness to ensure the ongoing financial viability of our operations.



Corruption, fraud and, anti-money laundering

Bribery, corruption, and any corrupt behaviour towards authorities, companies, or individuals will not be tolerated. Employees must ensure that no personal dependencies or obligations arise in relation to customers or suppliers. In particular, company employees may not accept or give any gifts that could reasonably be expected to influence business decisions. Promotional gifts received are typically entered into the Christmas party raffle. In countries where gift-giving is customary, it must be ensured that no binding dependencies are created, and the national legal standards are fully adhered to. Any violations of this policy may result in disciplinary action under labour law.

Anonymous business transactions are prohibited to prevent money laundering. The purchase and sale of assets is only permitted through legal channels. Anyone who notices suspicious transactions or behaviour is required to report this to the management immediately

Unlawful behaviour or grievances within the company can be reported under the Whistleblower Protection Act (HinSchG) via specially established reporting channels. Any information received will be investigated and treated confidentially.

**Our
principles on
the environment
& society**



Our principles on the environment and society

Sustainability, environmental protection | Social responsibility



Sustainability and environmental protection

We are aware of our responsibility towards future generations and view sustainability as an important element of our corporate culture. Our goal is to manage and develop our group of companies in a way that balances economic growth, ecological compatibility, and social security. We have identified four key areas of focus across the three pillars of sustainability (environment, social and governance): Environment and climate, corporate culture and employees, social commitment, and sustainable corporate governance and responsible business practices.

Our understanding of sustainability is articulated in the Group's [sustainability mission statement](#).

The effectiveness of our sustainability measures is assessed through EcoVadis, a recognized and independent platform that evaluates sustainability practices and corporate social responsibility.



Social responsibility

As a major employer in the region, we are committed to supporting and regularly donating to local initiatives that are in line with our corporate values. We see social commitment less as a strategic focus and more as an additional area of action.



Malte Christ
Managing Director



Osterode am Harz, March 2025



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