



# Code of Conduct QMatrix Gruppe

# THE CODE OF CONDUCT ENHANCES INTEGRITY at QMatrix

In the business world, the Code of Conduct is already a firmly established part of many corporate philosophies. But what exactly does it mean? By definition, it's a code of conduct that can be applied in a wide variety of environments and contexts. At QMatrix, for example, this means that we as a company ensure that our behavior in all markets is guided by the same ethics.

To define this behavior in detail, we established a Code of Conduct within the company in 2023. Ten principles guide QMatrix's business activities. In addition to human rights, labor rights, and environmental protection, the topic of combating corruption is also not neglected. At QMatrix, we see the Code of Conduct as an opportunity to actively enhance our integrity – and we can guarantee this through certain behavior both within and outside of our company.

QMatrix's Code of Conduct isn't just a written word. Our employees, suppliers, dealers, and business partners are also encouraged to act accordingly. The following principles guide them in doing so:

## HUMAN RIGHTS

- ✗ Prohibition of child labor
- ✗ Free choice of employment
- ✗ Prohibition of discrimination
- ✗ Freedom of association
- ✗ Health and Safety

## ENVIRONMENT

- ✗ Environmental responsibility
- ✗ Environmentally friendly production
- ✗ Environmentally friendly products

## BUSINESS ETHICS

- ✗ Combating corruption
- ✗ Prohibition on accepting gifts



Prohibition of  
child labour



Free choice of  
employment



Prohibition of  
discrimination



Freedom of  
assembly



Health and  
Safety



Environmental  
responsibility



Environmentall  
y friendly  
production



Environmental  
friendly  
products



Combating  
corruption



Prohibition on  
accepting gifts  
/invitation