

MACHEREY-NAGEL

Code of Conduct



August 2025

Preamble

Our business activities are customer-oriented – this focus is an important part of our corporate principles. In line with this approach, we are committed to fair competition in our relationships with customers, suppliers, and competitors. We strive to continuously improve the quality of our products and thus ensure the sustainable success of our company.

The reputation is of the utmost importance to MACHEREY-NAGEL and must be preserved and protected. It is our more than 100-year-old tradition to combine entrepreneurial action with high ethical principles and to be considered a reliable partner with firm principles. This Code of Conduct is a key element of our long-term success.

The MACHEREY-NAGEL companies – hereinafter referred to as MACHEREY-NAGEL – are committed to legally compliant and socially responsible corporate governance. As an international company, we are subject to numerous legal regulations that vary from country to country. Many laws and regulations embody general principles of value that form the basis of this Code of Conduct.

All MACHEREY-NAGEL employees are responsible to comply with the principles of this Code of Conduct. The Code of Conduct serves as a guideline and guide for our own actions in our day-to-day business.

Respect of human rights, compliance with labor and health standards, environmental protection, and acting with integrity are particularly important to us. MACHEREY-NAGEL therefore does not tolerate unethical business practices such as corruption, bribery, forced labor, child labor, or violations of environmental, labor, and social standards.

MACHEREY-NAGEL is also committed to complying with global standards based on the principles of the United Nations Global Compact Initiative (<https://www.unglobalcompact.org>).

The Code of Conduct combines our company's sustainability values and the behavior we expect from our suppliers. We expect our suppliers to share our values, support our efforts, and embed responsible and sustainable practices in their own supply chains.

Düren, August 18th, 2025

The Management

Code of Conduct

Principles

1. Equal opportunities

We are committed to respectful and trusting relationships, and we are committed to diversity, inclusion, and equal opportunities. Any form of discrimination, racism, bullying, sexual harassment, or intimidation will not be tolerated.

2. Human rights

We are committed to the United Nations Global Compact initiative. We respect the human rights, personal rights, and dignity of all persons.



3. Dignity and Rights of Employees

We respect the rights and dignity of our employees. Forced labor, child labor, and all forms of modern slavery and human trafficking are prohibited. MACHEREY-NAGEL ensures strict compliance with all relevant laws. We implement all legal requirements regarding working hours and remuneration and ensure fair working conditions. We also respect freedom of association.

4. Health and Safety

The health and safety of our employees is our highest priority. We protect our employees and the company from health and safety risks that may arise in the course of our work. Preventing illness and accidents is an integral part of our corporate culture.

5. Open communication („speak up“)

We encourage our employees to discuss issues openly. Individuals who report problems or incidents within the company must not suffer any disadvantages for doing so. We have implemented the Whistleblower Protection Act throughout the company and ensure that all reports are treated confidentially.

6. Compliance with applicable laws

Compliance with all applicable laws, regulations, and rules is a matter of course. Any violation of applicable laws or regulations can have serious consequences for the company or its employees. We therefore adhere to applicable laws at the local, national, and international levels.

7. Conflicts of interest

MACHEREY-NAGEL employees affected by a conflict of interest are required to report it to their supervisor or management in order to ensure prompt resolution. Any form of corruption or bribery will not be tolerated. No employee may accept or grant benefits – in any form whatsoever, especially personal gifts or other benefits arising from the business relationship – that could



reasonably be expected to influence business decisions. All employees are required to avoid situations in which their personal and/or financial interest conflicts with those of the company.

8. Protection of company assets

We handle company property responsibly and protect the company's assets. This includes the careful handling of (IT) tools, equipment, and facilities. Any form of fraud, theft, embezzlement, or tax evasion is prohibited and will be prosecuted. No one may use MACHEREY-NAGEL assets or services for private purposes in an unauthorized manner.

9. Fair competition

MACHEREY-NAGEL supports open and fair competition. Antitrust-relevant and punishable practices, such as illegal bid-rigging that excludes or distorts competition, are strictly prohibited. When exporting goods, all relevant export and import regulations must be taken into account, meticulously monitored, and labeling requirements must be complied with. Any relevant international trade restrictions that exist must be observed.



10. Corruption and Bribery

We condemn and do not tolerate all forms of corruption and bribery. The highest level of integrity must be maintained in all business activities and care must be taken to ensure that these do not conflict with anti-corruption laws and other guidelines and standards.

11. Product safety

As a manufacturing company, MACHEREY-NAGEL guarantees the safety of the products we develop and produce within the framework of legal requirements. Quality is our highest priority, and products must be free of defects or errors that could harm the health of our customers.

12. Trade and business secrets, data protection

Trade and business secrets are treated confidentially at MACHEREY-NAGEL. This applies to all information whose confidentiality is of interest to the company, our customers, and business partners. We comply with all laws and regulations regarding the protection of personal data (GDPR).



13. IT-Infrastructure Security

The security of our IT-infrastructure is of utmost importance. We take precautions to ensure the security of all IT-systems through appropriate technical and organizational measures.

14. Money laundering

MACHEREY-NAGEL is committed to complying with all applicable legal provisions to combat money laundering.

15. Sustainability – Environmental, Social, Governance (ESG)

As a manufacturer of products for chemical and biomolecular analysis, sustainability is a key issue for MACHEREY-NAGEL. We are aligned with the United Nations' Sustainable Development Goals with the goal of a more inclusive and sustainable economy. As a manufacturing company, sustainability at

MACHEREY-NAGEL begins with product development. Furthermore, environmental protection must be observed about all relevant laws, regulations, and standards.

16. Supply chain

MACHEREY-NAGEL observes the prohibitions set out in Section 2, Paragraph 2 of the Supply Chain Due Diligence Act. This Code of Conduct applies to MACHEREY-NAGEL and our suppliers. We expect them to share our values, support our efforts, and embed responsible and sustainable practices in their supply chain. Violations of this Code of Conduct may ultimately constitute grounds for MACHEREY-NAGEL to terminate the business relationship.



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MACHEREY-NAGEL



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Management System
EN ISO 13485:2016
ISO 9001:2015



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