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## MITEX ETHICS STATEMENT

MITEX and its employees act with honesty, tell the truth, are sincere, do not deceive, mislead or act deviously, do not betray trust, do not withhold important information in relationships of trust, do not steal, and do not cheat.

MITEX and its employees are honest and truthful in all their dealings and they do not deliberately mislead or deceive others by misrepresentation, overstatement, partial truths, selective omissions or any other means.

MITEX and its employees demonstrate personal integrity and the courage of their convictions by doing what they think is right; they are principled, honorable and upright; they will fight for their beliefs. They will not sacrifice principle for expediency, be hypocritical, or unscrupulous.

MITEX and its employees are worthy of trust. They are candid and forthcoming in supplying relevant information and correcting misapprehensions of fact. They make every reasonable effort to fulfill the letter and spirit of their promises and commitments. They do not interpret agreements in an unreasonably technical or legalistic manner in order to rationalize non-compliance or create justifications for escaping their commitments.

MITEX and its employees are fair in all dealings; they do not exercise power arbitrarily, and do not use overreaching nor indecent means to gain or maintain any advantage nor take undue advantage of another's mistakes or difficulties.

MITEX and its employees are caring, compassionate, benevolent and kind; they care for others, help those in need, and seek to accomplish their business objectives in a manner that causes the least harm and the greatest positive good.

MITEX and its employees are worthy of trust, demonstrate fidelity and loyalty to persons and institutions by friendship in adversity, support and devotion to duty; they do not use or disclose information learned in confidence for personal advantage.

MITEX and its employees abide by laws, rules and regulations relating to their business activities.

MITEX and its employees pursue excellence in performing their duties, are well informed and prepared, and constantly endeavor to increase their proficiency in all areas of responsibility.

MITEX and its employees are conscious of the responsibilities and opportunities of their position and seek to be positive ethical role models by their own conduct and by helping to create an environment in which principled reasoning and ethical decision making are highly prized.

MITEX and its employees seek to protect and build the company's good reputation and the morale of its employees by engaging in no conduct that might undermine respect and by taking whatever actions are necessary to correct or prevent inappropriate conduct of others.

## MITEX GmbH

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## Geschäftsführer:

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MITEX and its employees acknowledge and accept personal accountability for the ethical quality of their decisions and omissions to themselves, their colleagues, their companies, and their communities.

MITEX and its employees protect and care about the environment; they strive to achieve the targets of the organization with the minimum consumption of materials and energy. Waste and waste water are handled according to current environmental law, environmental pollution is avoided.

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