



MITEX STATEMENT ON THE MODERN SLAVERY ACT 2015

MITEX GmbH is a manufacturer of elastomer roller coverings located in Germany from where we supply and provide our services to mainly national and European customers. The majority of the raw materials we use are manufactured locally, only a minor portion is imported from certified overseas suppliers.

Corporate responsibility is integrated into all our operations, activities and decision making, from the purchasing of the materials to production and logistics. MITEX' s operations are guided by our Code of Conduct, Ethical Principles (human rights and dignity, corporate responsibility, good corporate citizenship and a safe and healthy workplace), Environment, Health & Safety and Quality Policy and our Policy on Corporate Responsibility.

Modern Slavery Statement

We are committed to ensuring that modern slavery, forced and child labour and human trafficking plays no part in our supply chain or in any part of our business. MITEX complies with international, national, and local laws and regulations, and respects international agreements concerning human and labour rights, such as the United Nations' Universal Declaration of Human Rights, and condemns the use of forced and child labour. MITEX follows and supports the United Nations Global Compact.

Our Code of Conduct and our Ethics Statement reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chain. There is zero tolerance for any kind of discrimination, whether it is based on ethnic origin, nationality, religion, political views, gender, sexual orientation, age or other factors. MITEX expects that all suppliers and subcontractors must perform according to the laws and regulations of the countries they operate in and meet the MITEX Supplier Requirements and follow similar standards and principles as in the MITEX Code of Conduct. Suppliers and subcontractors must strictly condemn and prohibit the use of all forms of forced and compulsory labour and slavery, including child labour and human trafficking.

We have established and maintained long-standing relationships with all our suppliers, and we make our requirements and expectations of responsible and ethical business behaviour clear. These long-lasting trustful relationships in combinations with the verification of the suppliers Code of Conduct allow to evaluate suppliers' social and environmental responsibility, safety and quality management.

To date we have not been made aware of any human trafficking or modern slavery activities within our supply chain, but if any concerns are highlighted to us, we will act immediately in accordance with our legal and moral obligations.

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Datenschutzerklärung unter
www.MITEX.de/de/Datenschutz

Weitere Informationen:
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We are committed to a strict non-retaliation policy and do not tolerate retaliation against anyone who has reported a potential violation in good faith. Please report any misconduct directly to our general management via E-Mail to governance@mitex.de.

As part of our initiative to identify and mitigate raw material supplier risk, we commit to responsible sourcing and we exercise suppliers' surveys. In 2020, we screened our direct material suppliers. The top 25 suppliers cover > 90% of the total direct material spending. Most materials are sourced from suppliers in Germany, followed by European suppliers and from a few overseas suppliers such as from Australia and Japan. None of the key suppliers are located in countries with an ESG level below 5.

MITEX familiarises employees on the Code of Conduct, anti-corruption and other compliance topics.

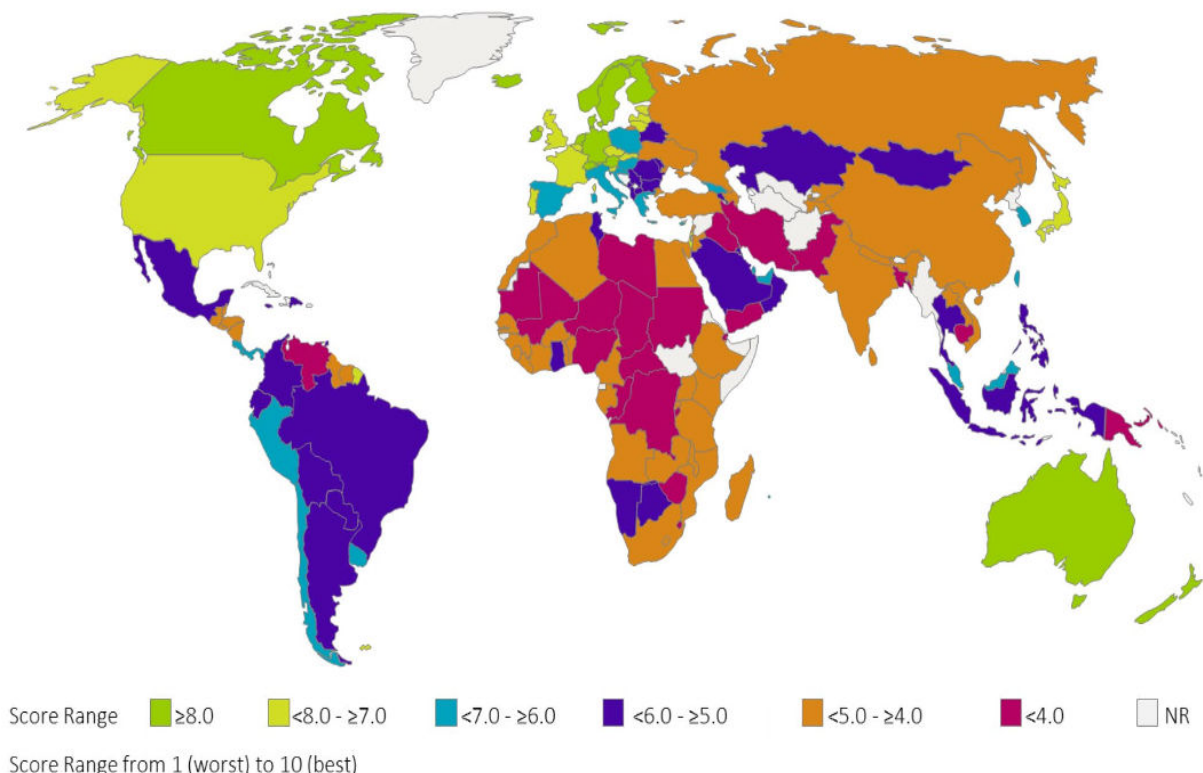


Figure 1 - ESG Ranking 2020