

Code of Conduct - MEISTER Strömungstechnik GmbH

[English]

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1. Principles and Values

MEISTER Strömungstechnik GmbH is a family-owned company with more than 40 years of experience in industrial flow measurement technology. Our products stand for precision, reliability, and durability - and equally important to us is acting responsibly and respectfully in all our relationships.

Our actions are guided by the following core values:

- **Quality & Reliability**
- **Social Responsibility & Respectful Cooperation**
- **Sustainability & Responsible Use of Resources**
- **Innovation & Continuous Improvement**

This Code of Conduct defines the principles that guide our behavior - within the company as well as in our relationships with customers, partners, suppliers, and the public.

2. Compliance with Laws and Internal Regulations

We comply with all applicable laws and regulations in the countries where we operate.

This includes, in particular:

- National and international trade, export, and customs regulations
- Competition and antitrust laws
- Data protection regulations, especially the GDPR
- Labor, environmental, and safety regulations

In cases where local laws conflict with the principles of this Code of Conduct, the law always takes precedence. However, it remains our goal to uphold the values of this Code to the fullest extent possible.

3. Integrity, Fairness, and Compliance

3.1 Prevention of Corruption and Fair Business Conduct

We do not tolerate corruption, bribery, extortion, or any form of improper influence.

In particular:

- We neither grant nor accept any benefits that could influence business decisions.
- Gifts or hospitality may only be provided within legal limits and never for the purpose of influencing others.
- A particularly strict standard applies when dealing with public officials or authorities.
- All decisions are made on the basis of transparency, objectivity, and fairness.

3.2 Fair Competition

MEISTER does not participate in illegal price fixing, market allocation, or anti-competitive agreements. We respect competition and antitrust laws in all markets in which we operate.

3.3 Avoidance of Conflicts of Interest

Personal interests must not influence business decisions.

If personal or business interests overlap, they must be disclosed and resolved transparently.

4. Protection of Data, Knowledge, and Property

4.1 Confidentiality and Protection of Intellectual Property

As a manufacturer of industrial measurement systems, we bear special responsibility for development data, production know-how, and customer documentation.

We commit to:

- Protecting confidential information
- Not disclosing trade secrets
- Safely storing technical documentation
- Respecting the intellectual property of customers, partners, and competitors

4.2 Data Protection

Personal data is processed in accordance with the GDPR and other applicable legal requirements.

We ensure that data is:

- Collected only for legitimate and clearly defined purposes
- Technically and organizationally protected
- Not disclosed without authorization

Data is collected only for specific purposes and stored in compliance with legal requirements.

4.3 IT and Data Security

We protect our systems and production data through appropriate technical and organizational measures, including:

- Access restrictions
- Secure password policies
- Regular training
- Protection against malware

5. Working Conditions, Safety, and Human Rights

5.1 Health and Occupational Safety

The safety of our employees is our highest priority.

We ensure:

- Safe workplaces and the use of appropriate protective equipment
- Regular instructions and training
- Preventive measures and emergency plans
- Continuous improvement of occupational safety

5.2 Working Hours, Compensation, and Fair Conditions

We comply with applicable laws regarding working hours and remuneration.

Employees receive clear and transparent information about their working hours and compensation.

5.3 Human Rights, Diversity, and Respectful Interaction

We support internationally recognized human rights.

We commit to:

- No child labor
- No forced labor
- Respect for individual dignity, privacy, and personal rights
- No discrimination based on gender, age, origin, religion, belief, disability, sexual identity, or any other personal characteristic
- Promoting diversity and equal opportunities

6. Environment, Sustainability, and Responsibility

6.1 Environmental and Climate Protection

As a manufacturer of instruments for industrial media, we attach great importance to sustainable business practices.

We commit to:

- Responsible use of resources
- Reduction of waste and emissions
- Energy-efficient production
- Continuous improvement of our environmental performance

Wherever possible, we prefer regional and European suppliers to reduce transport distances and promote sustainable supply chains.

6.2 Conflict Minerals

We avoid the use of raw materials whose extraction violates human rights or finances conflicts. We expect the same commitment from our suppliers.

7. Responsibility Toward Suppliers and Partners

We work with specialized dealers, distributors, and suppliers around the world.

Our cooperation is based on:

- Partnership
- Fairness
- Transparency
- Reliability

We expect our business partners to respect the principles of this Code of Conduct and to apply comparable standards within their supply chains.

In cases of violations, we reserve the right to take appropriate measures, including the termination of cooperation.

8. Implementation, Training, and Reporting

8.1 Communication and Training

All employees are informed about the contents of this Code of Conduct and receive training when necessary.

The values outlined in this Code form the basis of our daily actions.

8.2 Handling of Reports

Reports of possible violations of this Code of Conduct can be made openly or confidentially.

MEISTER protects whistleblowers from any form of retaliation or disadvantage.

Points of contact at MEISTER Strömungstechnik GmbH for personal or anonymous reports regarding suspected violations of this Code of Conduct are:

Mr. Sebastian Mill, Managing Director

Mr. Simon Mill, Managing Director

9. Final Provisions

This Code of Conduct describes our understanding of responsible business conduct.

It forms the foundation of our business relationships - both internally and externally - and is a binding standard for all employees of MEISTER Strömungstechnik GmbH.

Meister Strömungstechnik GmbH

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Sebastian Mill, Geschäftsführer

Wiesen, den 28.11.2025