



# Code of Conduct for Suppliers



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*Micro-Epsilon Inspection ( here referred to as Micro-Epsilon ) is one of the leading manufacturers of inspection and measurement systems with high measurement accuracy. Our systems increase production quality and efficiency, save resources, and thus offer added value not only to our customers but also to society. Our actions are guided by ethical and moral principles and are focused on long-term and sustainable partnerships with our customers and employees. We are aware of our responsibility towards the environment and society. We carry out our activities in a sustainable manner, in harmony with the environment. We create safe working conditions and an environment for our employees in which they can fully develop their potential. We communicate transparently and always act in accordance with the law and good morals. We expect our suppliers to comply with these principles.*

*This code of conduct for suppliers reflects the principles of the Micro-Epsilon code of conduct and consists of four parts: Working conditions and social responsibility, Health and safety at work, Environment, and Ethics.*

Bratislava, December 2025

Managing Directors, Micro-Epsilon Inspection, s.r.o.



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## **A Labor and social responsibility**

### **1. Freely Chosen Employment**

Any form of forced or compulsory labor is prohibited. No person may be employed against their will or be unreasonably restricted in their freedom of movement. Employment and its conditions must be specified in a written employment contract that complies at least with the applicable legal provisions at the place of employment.

### **2. Child labor**

The employment of persons under the age of 15 or, in countries subject to the developing country exception to Convention 138 of the ILO, under the age of 14, is prohibited. Young workers under the age of 18 shall not perform hazardous work that could endanger their health and safety. Apprentices, trainees and students shall be adequately supported and trained in accordance with approved training programs.

### **3. Remuneration, Working Hours**

Remuneration shall be in accordance with the applicable legal provisions, in compliance with the laws on minimum wage, working hours and legally defined social benefits. Working hours may not exceed the maximum number of hours permitted by law and should not exceed 60 hours per week, except in emergencies.

### **4. Humane Treatment**

The personal dignity, privacy and rights of each individual are to be respected. Use of physical, sexual, mental or psychological threats or violence is not permitted. No person shall be harassed or discriminated against on the basis of ethnicity, origin, nationality, color of skin, sexual orientation, religious or political beliefs, disability, pregnancy, or age, sex or marital status.

### **5. Freedom of Association**

The right of employees to form or join unions of their choice, to bargain collectively and to assemble peacefully in accordance with applicable laws shall be respected, as shall the right to refrain from such activities.

## **B Health and safety**

### **1. Occupational Safety**

Employees' work environment must comply with legal regulations and applicable standards on occupational health and safety to promote the health of employees and prevent occupational accidents and diseases. Potential risks shall be regularly assessed and appropriate measures for their prevention shall be initiated, especially with regard to hazards from chemical or biological substances, electric current and other energy sources, as well as machine safety and fire protection. Suitable protective equipment shall be kept up to date. Employees must be provided with suitable personal protective equipment.

### **2. Emergency Preparedness**

Potential emergency situations and events shall be identified and assessed. Their impact shall be minimized by implementing emergency plans and procedures for responding to emergencies. Emergency plans should also include appropriate fire detection systems and firefighting equipment, marking of escape routes, and regular emergency training.

### **3. Sanitary Facilities, Supply**

Clean sanitary facilities and drinking water are to be made available to employees at all times. An option for preparing, storing and eating meals must be provided

### **4. Communications and Training**

Employees shall be provided with appropriate occupational health and safety information. Regular training in occupational health and safety shall be provided.

## **C Environment**

### **1. Environmental Permits and Reporting**

Compliance with legal regulations and international standards and norms for environmental protection is required to avoid negative impacts on people and the environment during development, production and use of the products, as well as thereafter. Obtaining necessary approvals, completing required registrations and complying with official requirements are required.

### **2. Pollution Prevention**

To prevent hazards to people and the environment, harmful emissions and discharge of pollutants to air, water or ground are to be avoided, to be reduced through improved facilities or processes or are to be limited already at the source. Hazardous substances or other environmentally hazardous materials, waste, wastewater and air emissions are to be treated, disposed of or recycled in accordance with legal regulations and international standards.

### **3. Restrictions on Product Ingredients**

Compliance with applicable laws, regulations and customer specifications regarding the prohibition or restriction of specific substances in products or during the manufacturing process is required; this includes labeling requirements for recycling and disposal.

### **4. Resource Consumption**

Natural resources such as water, fossil fuels, minerals and products from virgin forests are to be conserved as far as possible and used sustainably through appropriate measures. To reduce greenhouse gas emissions, solutions must be found for improving energy efficiency and minimizing energy consumption and greenhouse gas emissions.

## D Ethics

### 1. Business Integrity

The highest standards of integrity must be observed in all business interactions. Compliance with both national and international laws and standards is mandatory, with particular attention to antitrust and competition regulations. All business processes should be transparent and accurately reflected in accounting books and records.

### 2. No Improper Advantage

A zero-tolerance policy shall be followed in prohibiting all forms of bribery, corruption, extortion, theft and embezzlement. Bribes or any other means of obtaining an improper or inappropriate advantage shall not be promised, offered, approved, paid for/used or accepted. This prohibition also applies to the promise, offer, approval, provision or acceptance of improper financial benefits, both directly and indirectly, by third parties for the purpose of obtaining or maintaining business, referring business to a specific person, or otherwise obtaining an improper advantage. Supplier shall avoid any activity or situation that may lead to a conflict between the private interests of an employee of Micro-Epsilon or the Supplier and the business interest of Micro Epsilon. Suppliers do not engage in money laundering activities and comply with the relevant legal obligations for money laundering prevention.

### 3. Data Protection, Intellectual Property

Protection of the confidential information of business partners, including suppliers, customers or cooperating partners, as well as personal data shall be ensured. Collection, storage, processing, transmission and transfer of confidential information and personal data shall comply with data protection and information security laws and official regulations. Intellectual property rights shall be respected; technology and knowledge transfers shall be performed in such a way that intellectual property rights and customer and supplier information are protected.

### 4. Responsible Sourcing of Minerals

Reasonable efforts must be made to ensure that use of "conflict minerals" (including tantalum, tin, tungsten, gold, cobalt) and their procurement along the supply chain back to the source is in accordance with the Organization for Economic Cooperation and Development's (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or equivalent accepted guidelines.

### 5. Export Control and Embargo

Checking and complying with applicable customs regulations for import and export transactions is required; this applies in particular to country- and person-related sanctions lists, embargo measures and other laws, regulations and directives that control the movement of goods, technologies and payments.

## Compliance with the Code of Conduct for Suppliers

The provisions in this Code of Conduct for Suppliers shall be considered an essential premise for a business relationship between Micro-Epsilon and suppliers

Any indications of misconduct or violations of the provisions of this Code of Conduct must be followed up. For this purpose, Micro-Epsilon has set up a reporting channel also for third parties, through which employees of the supplier can report possible violations of this Code of Conduct or violations of rights, laws or guidelines that have come to their attention without fear of sanctions. The following address is available for this purpose:

[mei@micro-epsilon.com](mailto:mei@micro-epsilon.com)

Micro-Epsilon reserves the right to appropriately check the suppliers' compliance with the Code of Conduct and to initiate further measures in coordination with the suppliers in case of deviations. All questions regarding this Code of Conduct for Suppliers will be discussed in a trusting and respectful manner.

By accepting an order from Micro-Epsilon, suppliers confirm their compliance with and application of this Code of Conduct for Suppliers.

Micro-Epsilon will check the actuality of this Code of Conduct in regular intervals and reserves the right to make changes as far as they are necessary and required. The latest version of the Code of Conduct can be downloaded from Micro-Epsilon website.