



Code of Conduct



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Micro-Epsilon Inspection 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. This code of conduct consists of four parts and contains the principles and commitments of Micro-Epsilon Inspection in the areas of: Working conditions and social responsibility, Health and safety at work, Environment, and Ethics.

Bratislava, Slovakia
December 2025



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A LABOR AND SOCIAL RESPONSIBILITY

Micro-Epsilon Inspection s.r.o. is committed to respecting the human rights of its employees and treating them with dignity and respect. This applies to all employees, including temporary employees, students, agency workers, and any other types of employees.

1. Freely Chosen Employment

Forced, involuntary, or exploitative labor with restrictions on personal freedom, slavery, or human trafficking are unacceptable! This includes transporting, harboring, recruiting, transferring, or receiving persons through threats, violence, coercion, abduction, or fraud for the purpose of labor or services. Apart from reasonable restrictions on entry to or exit from company-provided facilities, there must be no unreasonable restrictions on the freedom of movement of workers within the facility. As part of the hiring process, all workers must receive a written employment contract that includes a description of the terms and conditions of employment. Employees must be able to leave their job or terminate their employment at any time without penalty, provided they give advance notice in accordance with the contract and the law. Employers and recruitment agencies must not withhold, destroy, conceal or confiscate identity or immigration documents such as government-issued identity cards, passports or work permits. Micro-Epsilon Inspection may only retain documents if required by law. In such cases, employees must not be denied access to their documents and records under any circumstances. Employees must not be required to pay Micro-Epsilon Inspection representatives or subcontractors any employment agency fees or other related fees. If it is discovered that employees have paid such fees, they must be refunded.

2. Child Labor

Child labor is not permitted. The term „child“ refers to any person under the age of 15 or under the age of compulsory schooling or under the minimum age for employment in a given country, whichever is higher. Micro-Epsilon Inspection undertakes to verify the age of its employees. The use of legitimate workplace training programs that comply with all laws and regulations is encouraged. Employees under the age of 18 (young workers/employees) shall not be engaged in work that could endanger their health or safety, including night shifts, weekend work, and overtime. Micro-Epsilon Inspection is committed to ensuring the proper management of working students through proper record keeping, thorough screening of training partners, and protection of student rights in accordance with applicable laws and regulations. Micro-Epsilon Inspection will provide all students with adequate support, training, and remuneration. Where local laws do not exist, the remuneration of working students, interns, and apprentices must be at least equal to that of other entry-level workers performing the same or similar tasks.

If cases of child labor are identified, assistance/remedial action will be provided.

3. Working Hours

Working hours must not exceed the maximum set by local laws. The working week should not exceed 60 hours per week, including overtime, except in exceptional or unusual circumstances. Employees are entitled to at least one day off every seven days.

4. Wages and Benefits

Employee compensation must comply with all applicable wage laws, including those relating to minimum wage, overtime, and statutory benefits. For each pay period, employees must receive a timely and understandable pay stub that contains sufficient information to verify the accuracy of their compensation for work performed.

5. Zero Tolerance for Discriminatory, Harassing, and Inhumane Treatment

Any cruel and inhumane treatment, violence, sexual harassment, physical punishment, physical and psychological coercion, bullying, public humiliation, verbal abuse, and slander of employees/workers is prohibited. Threats of such treatment are also prohibited. This applies not only to Micro-Epsilon Inspection, but also to subcontractors and employees and workers of the company. If any of the above-mentioned unacceptable behavior is discovered, appropriate measures will be taken.

Micro-Epsilon Inspection does not tolerate any illegal discrimination in its workplaces. Employees must not be discriminated against or harassed on the basis of race, skin color, age, gender, sexual orientation, gender identity and expression, ethnic origin or nationality, disability, pregnancy, religious affiliation, political affiliation, union membership, veteran status, protected genetic information, or marital status. Everyone must have equal opportunities and treatment in recruitment, pay, promotion, rewards, and access to training.

6. Freedom of Association

Micro-Epsilon Inspection fully respects and implements the rights of its employees (including freedom of assembly) in accordance with the applicable legislation of the Slovak Republic and the European Union.

B HEALTH AND SAFETY

Micro-Epsilon recognizes that a safe and healthy working environment not only minimizes the occurrence of occupational accidents and illnesses, but also improves product and service quality, production consistency, employee loyalty, and morale. Employee training and addressing their concerns are essential for identifying and resolving health and safety issues in the workplace.

1. Occupational Safety

Micro-Epsilon Inspection is committed to identifying and assessing all potential risks to the health and safety of employees/workers. If these risks cannot be eliminated or mitigated through a hierarchy of control measures, employees are provided with appropriate and well-maintained personal protective equipment. Employees receive the necessary training and are provided with educational materials on potential risks and measures to eliminate or mitigate them. Particular attention is paid to assessing the risks to pregnant and breastfeeding mothers and to creating working conditions that eliminate any risks to life and health.

2. Emergency Preparedness

Micro-Epsilon Inspection is committed to assessing potential emergency situations and events. Through the implementation of emergency plans and response procedures, including emergency reporting, employee notification procedures, employee evacuation, training, and drills, it works to minimize their impact and damage to life, the environment, and property. Emergency drills must be conducted at least once a year or as required by local laws, whichever is more stringent. Emergency plans include appropriate fire detection and extinguishing equipment, clear and unobstructed escape routes, adequate escape facilities, contact information for emergency services, and remediation plans. Such plans and procedures must focus on minimizing damage to life, the environment, and property.

3. Occupational Injury and Illness

Micro-Epsilon Inspection has procedures and systems in place for the prevention, management, monitoring, and reporting of occupational accidents and illnesses, including provisions to encourage reporting by employees, classifying and recording cases of accidents and illnesses, providing necessary medical care, investigating cases, and implementing corrective measures to eliminate their causes and facilitate the return of employees to work.

4. Industrial Hygiene

Exposure of workers to chemical, biological, and physical agents must be identified, evaluated, and controlled in accordance with the hierarchy of control measures. If any potential hazards are identified, Micro-Epsilon Inspection undertakes to seek ways to

eliminate and/or reduce them. If it is not possible to eliminate or reduce the hazards, the potential hazards must be controlled by means of appropriate design, technical and administrative control measures. If the risks cannot be adequately controlled by such means, employees shall be provided with suitable, well-maintained personal protective equipment free of charge. Protection programs must be continuously updated and must include educational materials on the risks associated with these hazards.

5. Physically Demanding Work

The exposure of workers to the hazards of physically demanding tasks, including manual handling of materials and heavy or repetitive lifting, prolonged standing, and highly repetitive or strenuous assembly tasks, must be identified, evaluated, and controlled.

6. Safety Measures for Machines

Production and other machinery must be assessed in terms of safety risks. If machinery poses a risk of injury to workers, it must be equipped with physical guards, locking devices, and barriers, which must be properly maintained.

7. Hygiene, Food, and Accommodation

Workers must be provided with access to clean toilets, drinking water, and sanitary facilities for preparing, storing, and consuming food. Accommodation for workers provided by Micro-Epsilon Inspection or a personnel agency must be kept clean and safe and must be equipped with suitable emergency exits, hot water for washing and showering, adequate lighting, heating and ventilation, individually secured storage space for personal belongings and valuables, and adequate personal space.

8. Communication in the Field of Health and Safety

Micro-Epsilon Inspection undertakes to provide employees with adequate information and training on occupational health and safety in the employee's language or in a language that the employee understands, for all identified risks in the workplace to which employees are exposed. Health and safety information must be clearly displayed in the facility or placed in a location that is identifiable and accessible to employees. Training is provided to all employees before they start work and then on a regular basis. Employees must be encouraged to report any health and safety concerns without fear of reprisal.

C ENVIRONMENT

Micro-Epsilon Inspection is aware of its responsibility towards the environment. Micro-Epsilon Inspection is committed to identifying its environmental impacts and minimizing the adverse effects of its activities on society, the environment, and natural resources.

1. Environmental Permits and Reporting

All required environmental permits (e.g., discharge monitoring), approvals, and registrations must be obtained, maintained, and updated, and their operational and reporting requirements must be complied with.

2. Pollution Prevention and Resource Reduction

Emissions and discharges of pollutants and waste generation should be minimized or eliminated at source or through practices such as adding pollution control equipment, modifying production, maintenance, and operational processes, or other means. The use of natural resources, including water, fossil fuels, minerals, and wood, should be conserved through measures such as modifying production, maintenance, and operational processes, substituting materials, reusing, conserving, recycling, or other means.

3. Hazardous Substances

Chemicals, waste, and other materials that pose a hazard to humans or the environment must be identified, labeled, and managed to ensure their safe handling, transport, storage, use, recycling or reuse, and disposal.

4. Solid Waste

Micro-Epsilon Inspection is committed to implementing a systematic waste management process, including sorting waste for recycling, reducing the amount of waste produced, and disposing of it responsibly.

5. Restrictions on Materials

Micro-Epsilon Inspection complies with all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of the use of certain substances in products and in manufacturing, including labeling for recycling and disposal.

6. Water Management

Micro-Epsilon Inspection documents and monitors water sources, usage, and discharge, and seeks opportunities for water conservation. Wastewater must be identified, monitored, controlled, and treated in accordance with legal or regulatory requirements prior to discharge or disposal. As part of its environmental management system, it has developed an emergency plan aimed at preventing groundwater contamination in the event of an accident.

7. Energy Consumption and Greenhouse Gas Emissions

Micro-Epsilon Inspection is committed to finding ways to improve energy efficiency and minimize its energy consumption and greenhouse gas emissions.

D ETHICS

1. Business Integrity

The highest standards of integrity must be observed in all business interactions. Micro-Epsilon Inspection has a zero-tolerance policy towards any form of bribery, corruption, extortion, and embezzlement.

2. No Improper Advantage

Bribes or other means of obtaining an unjust or disproportionate advantage must not be promised, offered, approved, provided, or accepted. This prohibition applies to promising, offering, approving, giving, or accepting anything of value, either directly or indirectly through a third party, for the purpose of obtaining or retaining business, directing business to any person, or otherwise obtaining an undue advantage. Monitoring, record-keeping, and reporting procedures will be implemented to ensure compliance with anti-corruption laws.

3. Disclosure of Information

All business transactions should be conducted transparently and accurately recorded in business books and records. Information relating to labor, health and safety, environmental practices, business activities, structure, financial situation, and performance must be disclosed in accordance with applicable regulations and standard practices in the industry. Falsifying records or misrepresenting conditions or practices in the supply chain is unacceptable.

4. Intellectual Property

Intellectual property rights must be respected, technology and know-how transfer must be carried out in a manner that protects intellectual property rights, and customer and supplier information must be protected.

5. Fair Business Practices, Advertising, and Competition

Standards of fair business, advertising, and competition must be observed.

6. Protection of Identity and Prohibition of Retaliatory Measures

Processes must be established within the company to ensure confidentiality, anonymity, and protection for suppliers and employees who report violations, unless prohibited by law. If employees suspect a violation of laws, regulations, or this Code of Conduct, they should contact their immediate supervisor or HR,

who are bound by confidentiality. In addition, employees and external parties (e.g., customers, suppliers, partners, etc.) can express their concerns without fear of retaliation via the public email address: mei@micro-epsilon.com.

7. Responsible Sourcing of Minerals

Micro-Epsilon Inspection is committed to adopting a policy and exercising due diligence with regard to the source and supply chain of tantalum, tin, tungsten, and gold in the products it manufactures, in order to reasonably ensure that they are sourced in a manner consistent with the guidelines of the Organization for Economic Cooperation and Development (OECD) for responsible supply chains of minerals from conflict-affected and high-risk areas or an equivalent and recognized due diligence framework.

8. Privacy

Micro-Epsilon Inspection is committed to protecting the confidential information and personal data of all those with whom they do business, including suppliers, customers, consumers, and employees. Participants are required to comply with laws and regulatory requirements regarding privacy and information security when collecting, storing, processing, transferring, and sharing personal data.

9. Export Control and Embargo

Micro-Epsilon undertakes to review and comply with the respective customs regulations for import and export transactions, in particular with regard to country-related and personal embargo measures.



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