



MUEGGE GROUP



MUEGGE
POWER TO YOUR PROJECTS

Declaration on Commitment to Human Rights

including “Declaration on Slavery and Human Trafficking” (UK Modern Slavery Act 2015) – Spring 2020

MUEGGE Group is an international market leader in the field of advanced microwave and plasma technology headquartered in Reichelsheim, Germany.

It maintains a global network made up of three manufacturing sites and local sales offices, supplying customers in more than 25 countries from a supply base comprising approximately 35 key suppliers of direct and indirect materials.

Declaration of Commitment to human Rights

We acknowledge the responsibilities that come with our global business activities and are committed to conducting our business in an ethical and socially responsible manner. MUEGGE Group categorically opposes and does not accept any form of violation of human rights as set out in the UN Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

MUEGGE Group fully endorses the provisions of the UK Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015. We are committed not only to prohibiting slavery and human trafficking in our own business operations, but also to requiring that all of our business partners do not engage in any violation of any individual's human rights. Should we become aware of any such violations, we will reassess our business relationship and consider terminating a contract in accordance with customer requirements.

MUEGGE Group has adopted a number of policies that provide our employees and business partners with proper guidance on this matter.

One of these policies is MUEGGE Group's Code of Conduct, which clarifies what is expected of employees and lays down obligations to uphold human rights in general and to oppose forced, compulsory and child labour in particular. Our employees are trained in fundamental compliance rules, with particular attention paid to MUEGGE Group's Code of Conduct. Specific training on requirements pertaining to purchasing activities is mandatory for a group of relevant employees.

Focusing specifically on our suppliers, a global Code of Conduct for Suppliers was implemented in 2022. It sets out in clear terms what MUEGGE Group expects of its suppliers in terms of their actions. Among other things, it requires compliance with the following principles:

- Respect for and observance of human rights
- Exclusion of forced or compulsory labour
- Prohibition on child labour

Our preferred suppliers and all new suppliers are required to sign our Code of Conduct for Suppliers. Addressing human and workers' rights in this way within the scope of our contractual arrangements helps to ensure that all parties along the supply chain act responsibly.



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MUEGGE Group is committed to actively communicating this policy to its employees and external stakeholders.

DUE DILIGENCE AND MONITORING

MUEGGE Group's compliance and risk management systems are designed to monitor compliance with the relevant laws, regulations and internal requirements and to ensure that our business partners meet their contractual obligations.. MUEGGE Group regularly conducts in-depth risk analyses, including of potential risks of human rights violations, in order to identify and monitor the risk profile of countries, subsidiaries and functions.

We continually review the effectiveness of our efforts to prevent non-compliance with our defined requirements. MUEGGE Group's internal audit department regularly conducts on-site inspections of its manufacturing sites to verify compliance with laws, regulations and internal requirements. Employees of MUEGGE Group visit our suppliers on a regular basis.

MUEGGE Group has set up a group-wide compliance team staffed by local compliance officers who act as direct contacts in each MUEGGE Group company. In addition, a global whistle-blower system has been set up which can be used both within and outside of the company to report suspected illegal, unethical or inappropriate practices and behaviour.

MUEGGE Group applies sustainability criteria both in the selection and in the continuous monitoring of suppliers. A detailed supplier evaluation process is conducted every year by our production plants. It assesses the performance of key manufacturing material suppliers, monitors their development and ensures that new contracts are awarded based on sound, transparent and reliable principles.

With regard to the use of 3TG metals (tin, tantalum, tungsten and gold, which are at risk of being extracted in the Democratic Republic of Congo under gross human rights violations), MUEGGE Group endeavours to exclude these commodities from its supply chains as far as possible and to establish the highest level of transparency within its supplier base using the tools developed by the Responsible Minerals Initiative.

To date, we have not received any information or indication of cases to suggest that MUEGGE Group is involved in human rights violations. Moreover, we have not been made aware of any complaints or lawsuits against any of our suppliers on the grounds of human rights violations.



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This declaration is made pursuant to section 54 of The Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015. It constitutes MUEGGE Group's "Declaration on Slavery and Human Trafficking" for the financial year ending 31 December 2022. It has been approved by the Executive Board of MUEGGE Group and will be reviewed and updated every year.

Dr. Klaus Martin Baumgaertner / CEO

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