

CSR - POLICY „ETHICS“

Introduction

Integrity, transparency, and responsible conduct are fundamental values of corporate governance at Mondial. We are fully aware of our social responsibility and are committed to acting according to high ethical standards in all areas of our business.

This policy serves as a binding framework for moral integrity, legal compliance, and fair conduct toward customers, partners, employees, and the public.

Principles and Guidelines

1. Integrity and Compliance with the Law:

All employees and managers are committed to lawful, honest, and responsible behavior.

Corruption, bribery, fraud, acceptance of undue advantages, or any other unfair business practices are not tolerated.

2. Transparency and Fairness

Decisions are made based on objective and verifiable criteria.

We promote open communication and disclose relevant information to stakeholders transparently.

3. Conflicts of Interest

Employees are required to disclose potential conflicts of interest.

Decisions must not be influenced by personal gain or advantage.

4. Equal Treatment and Respect

Our actions are guided by mutual respect, fairness, and appreciation.

We foster a corporate culture that recognizes diversity and prohibits any form of discrimination.

5. Responsible Communication

In both internal and external communication, we ensure accuracy, transparency, and honesty.

Misleading statements, manipulation, or selective presentation of facts will not be tolerated.

Areas of Action

Compliance and Training

- » Regular training on ethical conduct
- » Implementation of a Code of Conduct that is binding for all employees
- » Commitment of business partners to uphold the same ethical standards

Transparent Decision-Making Processes

- » Establishment of clear approval and control mechanisms for financial and contractual decisions
- » Application of the four-eyes principle for business-critical transactions



- » Obligation to disclose secondary employment or business relationships that may cause conflicts of interest

Ethical Supplier Management

- » Integration of ethical criteria into supplier selection and evaluation
- » Commitment to human rights, fair working conditions, and environmental responsibility
- » Consequences in the event of violations, up to and including termination of cooperation

Objectives and Key Indicators

- » Ensuring lawful and ethical conduct in all business processes
- » Conducting regular compliance training for employees
- » Regular review of internal control mechanisms and data protection measures

Monitoring and Accountability

The management holds overall responsibility for implementing and enforcing this Ethics Policy.

Violations of this policy are handled confidentially and may result in disciplinary action.

All employees are required to promptly report potential violations or irregularities — anonymously if desired — through the existing online reporting system. Findings from investigations are documented and serve as the basis for continuous improvement measures.