



METADYNEA
AUSTRIA

Code of Conduct of Metadynea Austria

The Code of Conduct serves as the foundation for maintaining a value-based corporate culture at Metadynea Austria. It establishes the basic guidelines for common interaction.

All Metadynea Austria employees are responsible for complying with this Code of Conduct and are required to act in accordance with applicable laws.

Human Rights & Fundamental Labor Standards

Metadynea Austria is committed to actively respecting the rights and dignity of all people in all areas. The "International Charter on Human Rights" (UN) as well as the "Declaration on Fundamental Principles and Rights at Work" (ILO) are fundamentally recognized. Metadynea Austria thus speaks out against any form of child labor, forced labor or punitive labor and respects the right of all employees to freedom of association and collective bargaining.

Anti-Corruption Policy

Any form of bribery and corruption is not tolerated in any way within Metadynea Austria. The following areas are particularly covered:

- Bribery is the offering or acceptance of an advantage as an inducement to perform an act that is illegal, constitutes a breach of trust or obtains an economic, contractual, official or personal advantage. Employees are prohibited from engaging in any form of bribery, whether directly or through third parties.
- Hospitality and invitations to business meals should be justifiable and appropriate and must always be related to the business.
- Gifts distributed and accepted should not exceed a reasonable value. It is not permitted to give or accept gifts that may be considered unlawful and inappropriate. Christmas, birthday, pension and anniversary gifts are permitted in any case; in case of doubt, the supervisor should be asked.

Anti-Discrimination & Equal Treatment

Metadynea Austria undertakes to comply with the principle of equal treatment, i.e. not to discriminate against members on grounds of

- gender
- age
- ethnicity
- religion or ideology
- sexual orientation
- disability

Metadynea Austria strictly adheres to the prohibition of discrimination in all areas of an employment relationship. This applies to the establishment of the employment relationship, to the determination of remuneration, to voluntary social benefits, to training and further education, to promotions, to all other working conditions, to the termination of the employment relationship and to (sexual) harassment.



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Occupational Health & Safety

The protection and safety of all employees during the performance of their work is an important premise for Metadynea Austria. For this purpose, applicable legal regulations concerning safety and health are strictly adhered to. A safe and healthy working environment shall be continuously provided by identifying and minimizing hazards and risks and promoting improvements.

Environmental protection

Metadynea Austria is committed to protecting the environment and continuously strives to make an active contribution to sustainable development. In doing so, the company pays attention to the careful use of resources and strives for a continuous improvement of its ecological footprint.

Information Security & Data Protection

In general, all information concerning the company is considered confidential. The members of Metadynea Austria handle company and personal information with care and are responsible for its protection. Basically, the applicable data protection law is complied with.

Reporting of Violations

Every employee is expected to report any violations of the Code of Conduct without delay. A report can be made directly to the supervisor as well as to the Works Council and can be made both in written or verbal form. The mailbox at the personnel office is available for anonymous reports. In any case, reports submitted will be treated with the utmost confidentiality and processed as quickly as possible.

Non-Compliance with the Code of Conduct

In the event of non-compliance with the Code of Conduct, appropriate measures under labor law will be initiated, which may lead to dismissal in the event of gross violations.

Krems, 31.07.2023

Dr. Michael Kunz



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