

This Code of Conduct defines Moog's principles and requirements for its suppliers of goods and services regarding their responsibility toward people, the environment, and Moog as a customer. It is based on relevant initiatives of the United Nations (<http://www.unglobalcompact.org>) and the 10 principles formulated there, as well as additional aspects that are important to us:

The Supplier hereby declares to:

- **Comply with the laws of the applicable legal jurisdictions**
- **Prohibition of Corruption and Bribery**
 - Not tolerate or engage in any form of corruption, granting of advantages, or bribery in any manner, including any offers of payments or similar benefits intended to influence decision-making or to obtain an improper advantage.
- **Fair Competition**
 - Act in accordance with national and international competition and antitrust laws and refrain from price-fixing, market or customer allocation, or coordination of markets or bids.
- **Anti-Money Laundering**
 - Fulfill all legal obligations related to anti-money laundering and not participate in transactions intended to conceal or integrate criminal or illegally obtained assets.
- **Protection of Information and Intellectual Property / Plagiarism**
 - Protect confidential information and respect intellectual property.
 - Comply with the applicable laws for the protection of trade secrets and treat confidential information of business partners accordingly.
- **Data Protection**
 - Process, store, and protect personal data in compliance with legal regulations. Personal data must be collected confidentially, only for lawful and predefined purposes, and in a transparent manner. Personal data must be processed only when protected by appropriate technical and organizational measures against loss, alteration, and unauthorized use or disclosure.
- **Export Control**
 - Comply with the relevant export control regulations - particularly licensing requirements, export and support prohibitions - when transferring or exporting goods.
- **Avoidance of Conflicts of Interest**
 - Avoid internal and external conflicts of interest that could illegitimately influence business relationships. If such conflicts cannot be avoided, they must be disclosed.
- **Disclosure of Information**
 - Disclose financial and non-financial information in accordance with applicable regulations and common industry practices.
 - Disclose information, where applicable, regarding its workforce, occupational health and safety measures, environmental practices, business activities, financial situation, and performance.
- **Financial Responsibility**
 - Accurately record, maintain, and report business documentation.
 - Maintain books and records in accordance with applicable laws and generally accept accounting principles.
- **Whistleblowing and Protection Against Retaliation**
 - Not threatening or initiating retaliation against any person who reports suspected misconduct or cooperates in an authorized audit or investigation of such reports.

- Establish processes (a whistleblowing system) that allow concerns to be raised anonymously and confidentially, without fear of retaliation.
- **Human Rights and ILO Core**
 - Support and respect the protection of international human rights and the core norms of the International Labour Organization (ILO), ensuring that they do not contribute to human rights violations.
 - Promote diversity, equal opportunities, and equal treatment of employees regardless of skin color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender, or age.
 - Prevent discrimination and harassment;
 - Respect personal dignity, privacy, and personal rights of everyone.
 - Protect and guarantee freedom of opinion and expression.
 - Not tolerate unacceptable treatment of employees, such as physical or psychological hardship, sexual or personal harassment, or discrimination.
 - Not employing anyone against their will or forcing anyone to work.
 - Promote the prohibition of child labor according to ILO guidelines.
 - Ensure fair compensation and compliance with the legally established national minimum wage.
 - Comply with the legally established maximum working hours in the respective country.
 - Recognize employees' freedom of association, where legally permissible, and neither favor nor disadvantage members of employee organizations or trade unions.
 - Protect the rights of minorities and Indigenous peoples.
 - Respect land, forest, and water rights and refrain from forced eviction.
 - Not tolerate the use of private or public security forces for this purpose
- **Promote diversity, equal opportunity, and equal treatment also in hiring processes**
- **Occupational Health and Safety**
 - Take responsibility for the health and safety of employees.
 - Mitigate risks and provide appropriate preventive measures against accidents and occupational diseases.
 - Properly train employees.
 - Establish and apply an adequate occupational health and safety management system.
- **Environmental Protection**
 - Comply with environmental protection laws and international standards, minimize environmental impact, and continually improve environmental protection.
 - Operate an appropriate environmental and energy management system (e.g., DIN EN ISO 14001 and 50001 or in alignment with these standards).
 - Contribute to reducing greenhouse gas emissions by lowering energy consumption, improving energy efficiency, and using renewable energy.
 - Protect air quality by reducing or avoiding all pollutant emissions.
 - Operate sustainable resource management by:
 - Preventing soil and water contamination through operational materials and waste.
 - Avoiding waste and reducing hazardous waste volume.
 - Promoting reuse and increasing recycling rates.
 - Implement responsible chemicals management;
 - Reduce noise emissions;
 - Protect wildlife, biodiversity, forests, and usable land.
- **Conflict Minerals**
 - Not use materials that contribute to regional conflicts in Africa by violating the requirements of U.S. legislation "Section 1502 of the Dodd-Frank Act (Sec. 1502)."

- **Quality Management**
 - Establish and apply an adequate quality management system (DIN EN ISO 9001 or in alignment with it).
- **Counterfeit Parts**
 - Use only original parts from certified sources and, in particular, ensure that no electronic components are used whose origin or proper handling since manufacture is uncertain.
- **Business Continuity Planning**
 - Prepare concepts and plans that ensure business operations can continue even in the event of severe disruptions (environmental impacts, fire, IT system failures, critical equipment outage, etc.).
- **Supply Chain Integration**
 - Appropriately promote compliance with the contents of this Code of Conduct among their own suppliers.

Further information is available at:

<http://www.moog.com/suppliers/>