

Code of Conduct

The principles and values outlined in this Code of Conduct apply to all employees of Medizone Germany GmbH. The management aims to create an environment in which integrity, mutual respect and fair conduct are promoted in order to meet the long-term goals of the company.

This Code of Conduct has been prepared by the management of Medizone Germany GmbH.

1 Compliance with laws and other regulations at home and abroad

Medizone Germany GmbH aims to comply in their endeavours with the applicable laws and regulations in Germany and abroad.

2 Commitment of the company management

Medizone Germany GmbH considers it their duty to act in an economically, socially and environmentally responsible manner. Medizone Germany GmbH therefore endeavours to protect fair competition by complying with applicable laws on competition and restrictions of competition. Unfair advantages towards customers, suppliers or competitors are to be avoided.

2.1 [2.1 Conflicts of interest](#)

Medizone Germany GmbH expects its employees to be loyal to the company.

All employees must avoid situations in which their personal or financial interests conflict with those of Medizone Germany GmbH. Hence, entering business relationships with competitors, customers and suppliers in a private capacity, where this may lead to a conflict of interest, is not allowed. Conflict situations must not impair the interests of Medizone Germany GmbH. All employees have a duty to promote the legitimate interests of Medizone Germany GmbH as far as possible. Any competitive situation with the company must be avoided. Any actual or potential conflict of interest must be reported and discussed with superiors.

2.2 [2.2 Prohibition of corruption](#)

Medizone Germany GmbH takes a clear stand against corruption and bribery. Situations that give the appearance of corruption and bribery must also be avoided.

2.3 [2.3 Environment and resources](#)

Medizone Germany GmbH is aware of the scarcity of resources and its responsibility towards future generations. The activities necessary for the provision of the service shall keep the environmental aspect in mind.

2.4 [2.4 Fair working conditions and interaction with each other](#)

All employees of Medizone Germany GmbH must ensure a safe and healthy environment, and safety regulations and practices must be strictly adhered to. The health of all employees is regarded as the most important asset and treated accordingly.

Medizone Germany GmbH strives to offer all employees the opportunity for professional and personal development. Open exchange of opinions, criticism and ideas are actively encouraged and gladly implemented. Medizone Germany GmbH employs staff and works with business partners of diverse nationalities, cultures, religions, sexual identity / orientation and views of life. Interaction with each other is characterised by respect, tolerance, appreciation, fairness and openness.

Medizone Germany GmbH rejects without exception discrimination, harassment, disadvantaging, belittling or otherwise disparaging, but also preferential treatment of its employees or business partners on the basis of their ethnic origin, gender, religion, ideology, political views, disability, age, sexual identity / orientation or other ethically, socially and legally protected characteristics.

2.5 2.5 Dealing with internal knowledge

All employees of Medizone Germany GmbH are obliged to ensure a fast and smooth exchange of information within the company. Information must be passed on correctly and completely to the departments concerned, unless in exceptional cases, in particular due to confidentiality obligations, there are overriding interests. Relevant knowledge may not be unlawfully withheld, falsified or selectively passed on.

2.6 2.6 Confidentiality and data protection

Collected business-related information is predominantly confidential or legally protected, and Medizone is obliged to maintain such confidentiality. This does not apply if publication of the information has been approved by Medizone Germany GmbH or is mandatory due to laws or regulations.

The duty of confidentiality relates in particular to intellectual property. This includes business secrets, patents, trademarks and copyrights, but also business and marketing plans, drafts, business papers, salary data and all other unpublished financial data and reports.

All personal information about employees, customers, business partners and suppliers, as well as other third parties, will be used carefully and treated confidentially within Medizone Germany GmbH in full compliance with data protection laws. The utmost care must be taken to protect this information.

2.7 2.7 Implementation and monitoring

The rules contained in this Code of Conduct form a core part of the corporate culture of Medizone Germany GmbH. Consistent compliance with these principles is essential. All employees are responsible for this.

If an employee has concerns or complaints about any of the items listed in this Code of Conduct or has knowledge of any breach of the code of conduct contained herein, he or she should immediately bring this to the attention of his or her supervisor for clarification. This may also be done anonymously or in a confidential manner. Medizone Germany GmbH does not permit retaliation for complaints made in good faith under this Code of Conduct.