

Code of Conduct

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1 Preamble

Responsible and lawful conduct forms the basis for trust with our customers, supplier and partners is a fundamental prerequisite for JEAN MÜLLER’s business success. This Code of Conduct is intended to help identify legal risks and avoid violations. It applies to all locations worldwide and all JEAN MÜLLER employees are expected to conduct themselves in accordance with this Code of Conduct.

2 Compliance with laws

JEAN MÜLLER conducts its business in accordance with the laws and regulations of the countries in which we operate. All JEAN MÜLLER employees are required to conduct themselves in a law-abiding manner. Illegal or non-compliant behaviour will not be tolerated.

3 Environmental protection

JEAN MÜLLER complies with environmental laws and regulations. We strive to constantly reduce our environmental impact. When developing our products, we lay the foundation for ensuring that the entire product life cycle is environmentally compatible, i.e. we pay attention to the responsible and economical use of natural resources and reduce the use of energy and hazardous substances. JEAN MÜLLER’s management system is certified according to ISO 14001 and ISO 50001.

4 Health and safety

Occupational safety and accident prevention are elementary in an increasingly fast-paced and demanding working world. JEAN MÜLLER is committed to building a healthy and safe working environment for employees and takes the best possible precautions against dangerous situations and accidents at work as well as occupational diseases. JEAN MÜLLER's management system is certified according to ISO 45001.

5 Communication

JEAN MÜLLER communicates in an honest, respectful and transparent manner. Documents and records are dutifully prepared, not unfairly altered or destroyed, and properly stored. Trade secrets and business information of our partners are treated sensitively and confidentially.

6 Fair competition

Even in a free market economy, not everything is permitted that could give a company an advantage. JEAN MÜLLER complies with antitrust law and other laws regulating competition and follows clean and recognized business practices. Any form of unfair competition is rejected. Agreements and arrangements on prices, divisions (e.g. product or market) are illegal and can lead to reputational damage for JEAN MÜLLER.

7 Human rights

JEAN MÜLLER is committed to respecting human rights. All people are entitled to them, regardless of their origin, gender, religion or age. We pay attention to equal opportunities and equal treatment during the hiring process and in the daily working environment and reject unacceptable treatment of people through e.g. discrimination or sexual harassment.

JEAN MÜLLER is committed to employing only workers with a minimum age of 15 years. Hazardous work may only be performed when the employee is at least 18 years old.

8 Working conditions

Forced labor in any form is prohibited. JEAN MÜLLER is committed to fair working conditions. This includes, among other things, compliance with the maximum permissible working hours, regular paid vacation and the payment of fair wages that at least correspond to the statutory or collectively agreed minimum wage and ensure the minimum subsistence level.

JEAN MÜLLER is also committed to respecting the right of employees to freedom of association and organization, as well as the right to collective bargaining.

We rely on open and honest dialogue and support freedom of expression.

9 Data protection and data security

JEAN MÜLLER is committed to the proper handling of data. When handling personal data, we take into account the rules of data protection in accordance with the Federal Data Protection Act and the General Data Protection Regulation. With suitable organizational and technical measures, we want to prevent the manipulation, loss or unauthorized access to company data by third parties.

10 Corruption and bribery

JEAN MÜLLER rejects corruption and bribery in any form. We accept gifts and invitations only of low value and within the scope of our policy.

11 Conflicts of interest

JEAN MÜLLER requires its employees to act in the best interests of the company. Conflicts of interest can impair success, lead to economic damage and harm the company's reputation. Therefore, any personal interests that conflict with the company's interests must be disclosed.

12 Cooperation

JEAN MÜLLER treats all employees, customers and business partners with respect and dignity. This means treating them with courtesy, recognition and appreciation. It includes listening to and respecting their opinions, ideas and needs, regardless of their position or hierarchy. Respect also means respecting individual boundaries and privacy and not tolerating discriminatory, offensive or derogatory remarks or actions. It is about creating a positive and supportive work and business environment where everyone feels safe and valued.

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Roland Benter
(Managing Director)