

# Meech Code of Business Ethics



## Meech International

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# Welcome

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Welcome to the Meech International (“Meech”) Code of Business Ethics (“the Code”) – a guiding document that outlines our commitment to integrity, responsibility, and ethical conduct in all aspects of our business operations.

The Code reflects our core values which are deeply ingrained in our culture. We believe in conducting business with honesty, integrity, fairness, respect, reliability, innovation and collaboration, adhering to the highest standards of ethical behaviour. Accompanying this Code, are a series of supporting policies which provide further information on how we uphold these high ethical standards.

This document promotes a culture of accountability, where each member of our global team is empowered to uphold these principles in their daily working lives. We encourage every member of the Meech family to understand this Code, embrace its principles and integrate them into their professional lives.



**Suzi Lewis**  
HR Director  
Meech International



**Adam Battrick**  
Chief Operating Officer  
Meech International

## 1. Introduction

This Code outlines Meech's ethical stance towards carrying out business and helps to communicate this to all our stakeholders. It demonstrates our commitment to operating in accordance with laws and regulations as well as our beliefs about business ethics.

This Code has been approved by the Board of Directors.

This constitutes an official Meech document and is binding on all employees, consultants, agents, distributors and, at a more general level all third parties acting on behalf of Meech, hereafter referred to as "Stakeholders".

## 2. Business Principles

We expect all our stakeholders to conduct business in accordance with the following principles:

**Honesty** – We operate our business with honesty, integrity and transparency. Whilst carrying out their work and professional duties, our Stakeholders must fully comply with the laws in force in the Countries where they operate. Dishonest conduct will not be tolerated.

**Compliance** - We respect the intellectual property and other rights of Meech and others. We act diligently to comply with all financial obligations including preventing money laundering. We value our customers, partners and other related parties and comply with contractual obligations.

**Confidentiality** – Meech safeguards the confidentiality of all information acquired whilst carrying out its activities and expects its Stakeholders to do the same.

**Respect for Individual Dignity** – Meech acknowledges the competence, skills and dignity of all our Stakeholders. We develop our company culture to respect the dignity of every individual and maintain a positive, healthy and safe work environment.

**Contribution to the protection of the environment** – We comply with all laws and regulations and endeavour to minimise the effect on the environment during the course of our business.

**Contribution to Society** – We actively engage in social contribution and cultural activities that can be achieved through the course of our business.

## 3. Values

This Code expresses the principles which our Stakeholders must comply with when carrying out business on behalf of Meech.

Our Meech Mission:

"To design and manufacture innovative solutions to optimise our customers productivity"

Our Meech Vision:

“To be your global Partner for static control, surface cleaning and air technology”

Our Meech Values:

“We are Reliable

We are Innovative

We are Collaborative”

#### **4. Compliance**

Meech expects all its Stakeholders to respect this Code and associated Policies and to actively do their utmost to achieve these standards – we are willing to work with Stakeholders to improve performance where necessary. Meech reserves the right to ask for proof of compliance with all applicable legislation (or request independent verification of compliance).

#### **5. Policies**

This Code is supported by the following Policies:

1. Anti-Bribery and Corruption
2. Gifts and Hospitality
3. Modern Slavery
4. Conflict Minerals
5. Purchasing Code of Ethics.

This Code serves as a foundation for ethical decision-making and behaviour within Meech and our Stakeholders. If you discover that Meech’s standards and reputation are being put at risk by unethical or even criminal behaviour, you should report the facts immediately to one of the Company Directors, International or Non-Executive Directors.