

November 3, 2025

MINITUBES CODES OF ETHICS

Preamble

Since its creation, **Minitubes** has been built on strong values: respect, technical excellence, collective commitment, and responsibility.

As an industrial company specialized in high-precision tubular components for critical sectors such as **Medical, Defense, Chromatography, and Life Sciences**, we acknowledge our responsibility toward our employees, partners, clients, and society as a whole.

This **Code of Conduct** formalizes our ethical, social, and environmental commitments.

It serves as a **common reference** for all Minitubes employees, as well as for our **suppliers, subcontractors, and business partners**.

It is based on:

- The **10 principles of the United Nations Global Compact**,
- The **fundamental conventions of the International Labour Organization (ILO)**,
- The **Workplace Conditions Assessment (WCA) criteria**,
- And international standards such as **ISO 9001**.

1. Human Rights and Working Conditions

1.1 Respect for Fundamental Rights

Minitubes supports and respects the protection of human rights as defined by the Universal Declaration of Human Rights.

No tolerance is permitted for acts that violate the dignity, freedom, or safety of individuals.

1.2 Prohibition of Forced Labor and Human Trafficking

No employee shall be forced to work under threat or coercion.

Employees must be free to leave their employment with reasonable notice.

1.3 Prohibition of Child Labor

Minitubes strictly prohibits the employment of minors who have not reached the legal minimum working age.

Age verification procedures are in place.

1.4 Non-Discrimination and Equal Opportunity

Minitubes is committed to offering all employees equal opportunities for employment and development, without distinction of:

sex, origin, religion, nationality, sexual orientation, gender identity, age, disability, political opinions, or any other protected criterion.

Decisions regarding recruitment, pay, training, and career advancement are based solely on skills and performance.

1.5 Harassment, Respect, and Dignity

All abusive, harassing, or discriminatory behavior is prohibited.

Minitubes promotes a work environment based on kindness, cooperation, trust, and mutual respect.

Confidential reporting and mediation systems are available.

1.6 Freedom of Association and Collective Bargaining

Employees have the right to organize freely and to participate in representative bodies.

Minitubes is committed to respecting collective decisions arising from social dialogue and to maintaining open communication with its teams.

2. Health, Safety, and Well-Being at Work

Safety is a **core value** at Minitubes.

We are committed to:

- Ensuring a clean, safe, and ergonomic work environment,
- Identifying and preventing occupational risks,
- Providing and maintaining personal protective equipment (PPE),
- Regularly training all staff in safety best practices,
- Analyzing every incident to implement lasting corrective actions,
- Promoting physical and mental health at work,
- Supporting a balance between professional and personal life.

Every employee has a duty to contribute to collective safety by following the rules and reporting any potential hazard.

3. Environment and Sustainability

Minitubes recognizes the need to integrate environmental protection at the heart of its activities.

We are committed to:

- **Complying with all applicable environmental laws and regulations,**
- **Preventing pollution** and limiting emissions, discharges, and waste,
- **Optimizing energy, water, and raw material consumption,**
- **Promoting recycling and recovery** of industrial waste,
- **Designing cleaner and more efficient processes,**
- **Raising employee awareness** of eco-friendly practices,
- **Integrating environmental criteria** in the selection of our partners and suppliers.

Our ambition is to evolve toward a **circular economy** and a **controlled carbon footprint**.

4. Ethics and Integrity in Business

4.1 Anti-Corruption and Fair Practices

Minitubes enforces a zero-tolerance policy toward corruption, bribery, and excessive business gifts.

No employee shall solicit or accept personal benefits related to their position.

4.2 Conflicts of Interest

Employees must disclose any situation that could compromise their impartiality.

Business decisions must be made in the sole interest of Minitubes.

4.3 Confidentiality and Data Protection

Technical, commercial, or personal information must be protected.

Minitubes ensures compliance with the General Data Protection Regulation (GDPR).

4.4 Fair Competition

Minitubes acts fairly and transparently toward clients, competitors, and partners, in compliance with competition laws.

5. Responsible Supply Chain

Minitubes expects its suppliers and partners to apply the same principles set out in this Code.

They must:

- Ensure safe and fair working conditions,
- Prohibit forced labor and child labor,
- Respect human rights,
- Reduce their environmental footprint,
- Cooperate in the event of audits or ethical assessments.

Failure to comply with these commitments may lead to **suspension or termination of the partnership**.

6. Commitment to Society and Local Communities

Minitubes acts as a responsible stakeholder in its local communities by:

- Creating sustainable and qualified employment,
- Supporting **training, apprenticeships, and knowledge transfer**,
- Promoting **local industrial sectors**,
- Encouraging innovation for health, safety, and sustainable performance,
- Supporting local social and educational initiatives.

7. Conclusion

By adopting this Code, Minitubes reaffirms its commitment to:

- Combine industrial performance and social responsibility,
- Promote relationships based on transparency, trust, and sustainability,
- Make ethics and responsibility drivers of long-term growth.

Each employee is an ambassador of Minitubes' values.

This Code forms the foundation of our collective commitment to a more humane, safer, and more sustainable industry.

Management