

Code of Conduct

We take responsibility

Environment

People

Society





FOREWORD

FOR THE FUTURE OF OUR BLUE PLANET



In a world of increasing social and environmental challenges, it is important that everyone actively participates in making thoughtful choices with regard to people and the environment.

At MELAG, we are continuously working to sustainably improve our products and services. We are aware of our responsibility to ensure good ethical and environmental practices both within our company and throughout our supply chain.

For this reason, we launched the Mission Possible in 2018, which pursues the vision of assuming more responsibility as a company and acting sustainably. Our sustainability strategy for more environmental protection in instrument reprocessing includes not only responsibility for the environment but also responsibility for the people who surround us. We are therefore committed both to our employees and to people outside the company boundaries and are involved in various social projects.

Our commitment in these areas was recognized for the first time in 2022 by the German Institute for Sustainability & Economics with the seal of approval for assured sustainability in accordance with Procedural Regulation D-22/400879 and following ISO 26000.

We are positive about the future of our blue planet and will continue to do everything we can to drive the Mission Possible forward.

Responsibility for the environment

As a globally active company in the development, production and distribution of medical products, MELAG is aware of its global responsibility for the environment. Since 2018, we have been increasingly focusing on the topic of sustainability and developing measures that protect our environment and keep the consumption of resources as low as possible.

For more environmental protection, we focus on the three P's: Products, processes and production.



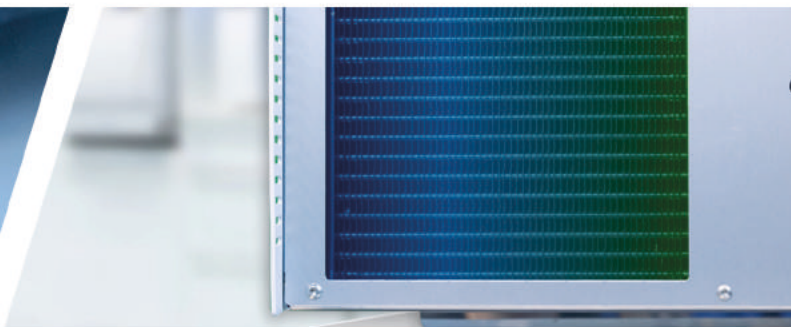
Products

Our products use innovative technologies that save electricity and water in every cycle, thus conserving our environment's resources.



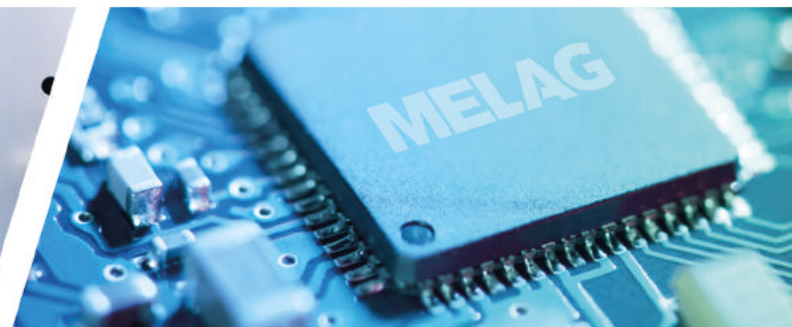
Recovery Technology

The patented Recovery heat recovery system increases energy efficiency by recycling the spent steam to generate new steam. This allows energy consumption to be reduced by 15% per cycle and heat dissipation to the reprocessing room.



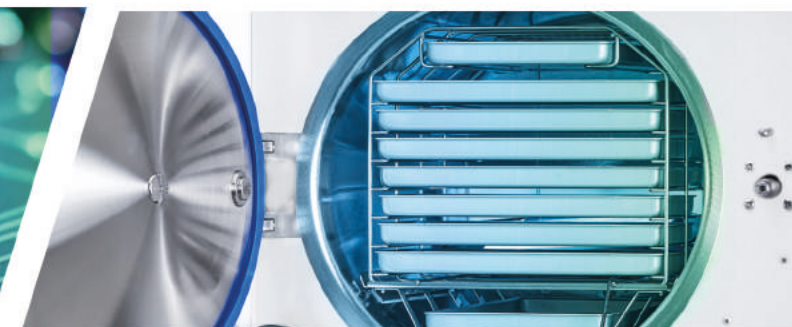
Coolify Technology

The patented Coolify technology combines highly efficient air cooling with smart temperature monitoring that doesn't use a single drop of cooling water.



Power Safe

Top energy efficiency during sterilization and at rest: Power Safe puts the heater and display into energy-saving mode between cycles to consume less energy.



DRYtelligence Technology

The patented DRYtelligence intelligent drying system adapts the drying process individually to the load. This shortens the drying time by up to 80% and saves important resources at the same time.

These and many other resource-saving technologies are used, for example, in our top products Careclave, Vacuclave 550 and the professional and premium class autoclaves.

Processes

Most business processes consume resources. However, if we critically examine the processes and introduce measures that reduce consumption or even stop it completely, this can protect the environment. For this reason, MELAG has already converted many of its processes:



Avoiding the use of paper as much as possible

The development of medical devices involves a lot of bureaucracy and paperwork. To save not only time but also paper, we have been using digital signatures since 2021. With the help of the digital signature, documents are released without paper. We also consistently rely on digitization for many other documents - for example, invoices and salary statements for our employees.

Paperless documentation

In 2020, we launched the „Paperless Documentation“ project and decided to make all user documents available as digital PDF files in our newly developed Download Center. This enables us to make a significant contribution to protecting the environment and resources. Because in a single year we save over 1.4 million sheets of paper (approx. 7 tons per year), 105 kg of toner ink and 50 kg of plastic waste from toner cartridges.

Online live demos

To reduce business travel and the associated CO2 emissions, we have set up live demo rooms at MELAG in Berlin with state-of-the-art equipment for online consulting sessions. Our sales team thus solves many questions about our product and accessories portfolio via video consultation. This creates flexibility and promotes environmental protection at the same time.

As you can see, some of our corporate processes have already been digitized to make processes more sustainable and to protect the environment. We will continue to expand this development.

FACTS:

- ✔ Savings of 1,400,000 sheets of paper per year through digitization
- ✔ Savings of 105 kg toner ink per year through digitization
- ✔ Savings of 50 kg plastic waste through digitization



FACTS:

- ✔ Savings of 7,000 kg CO₂ per year through electric drives
- ✔ Savings of 3,000 m³ of water per year through recooling systems

Production

MELAG produces medical devices with future-oriented technologies such as autoclaves, washer disinfectors or sealing device, which are used in practices and hospitals worldwide. With a view to the Mission Possible, we already rely on resource-saving approaches in the development and production of new solutions. In this way, we save valuable resources right from the start.

In the production of the devices themselves MELAG uses modern water recooling systems that achieve water savings of 3,000 m³ per year. Since October 2019, we have also been operating electric forklifts. The electric drives achieve CO₂ savings of up to 7 tons per year. We would like to further expand our investments in e-mobility in the future and sustainably convert our vehicle fleet.

For the packaging of some products, we switched from a foam to a paper cushioning system in 2021, which is biodegradable. This means that the shipping carton with the packaging material can be disposed of as single-material packaging in the waste paper. The waste paper is then fed into the recycling loop. In addition to the use of water recooling systems, electric forklifts and LED lights, we will raise the bar for sustainable production even higher in the future with solar modules on our roofs. As a result, we will install over 600 solar modules with 270 kWp in the future, thus saving fossil fuels and reducing carbon dioxide emissions.

Responsibility for people

As the world market leader in the medical technology sector, we not only want to offer outstanding autoclaves and washer disinfectors, but also to communicate clear ethical and ecological principles to our employees and customers, which we at MELAG adhere to and act upon. Social responsibility towards our customers and employees is particularly important to us.

Employees

Our employees are our most valuable asset. Without them, we would not be where we are today. To ensure that people feel comfortable in our company, we created additional space for personal well-being in 2021. In addition to modern break rooms with large roof terraces, our employees can now also use a free gym. Bright, friendly and modern! Our company location in Berlin provides a pleasant working atmosphere: from the common areas to the offices to our roof terraces. Places where work becomes friendship.

Within the scope of our operational possibilities and depending on the respective positions, we offer our employees flexibility in the organization of their working hours, their work location and their scope of duties. Our various working time models and our flexitime model offer MELAG employees a great deal of leeway in integrating their work into their private lives in the best possible way. In addition, we grant all employees, regardless of their length of service, 30 vacation days per year. At MELAG, employees work either up to 40% in their home office and/or at their air-conditioned, modern and ergonomically designed workplace.

MELAG offers a subsidy for the company pension scheme within the framework of deferred compensation. Each employee receives a subsidy of 50% of the amount paid in. We also organize consulting sessions on this topic.

In addition, we are a member of the Corporate Benefits Program, where employees receive additional discounts on offers from well-known providers from various areas of life, such as Apple, Philips, BMW, Adidas, Jochen Schweizer or UCI Kinowelt.



The personal well-being of our employees is particularly important to us: As a 100-percent family-owned company, teamwork and team spirit are especially important to us. These values distinguish us and are promoted by us every day.



Customers

As a leading company in medical technology, we at MELAG want to ensure that our customers receive products and services of the highest quality from us. We consistently focus on our core competence of instrument reprocessing and produce exclusively in Germany with the highest quality standards. With over 500 employees, we develop, optimize and produce medical products for doctors' and dentists' practices, medical care centers and clinics on an area of 25,000 m² in Berlin.

To ensure a high level of customer satisfaction, each device is subjected to a two-day endurance and stress test, including factory testing, after assembly. Any deviations or irregularities are immediately documented by the automatic IT system and the devices are subjected to another complete test. These elaborate tests with different loads cost a lot of working time and energy, but high customer satisfaction is our most important motivation and the basis for our quality leadership worldwide.

In addition, we pursue a regional approach: We rely on short and thus environmentally friendly supply chains and work exclusively with suppliers whom we trust and who have a similar set of values as we do. 60% of all suppliers at MELAG are also based in Germany. In this way, we protect jobs in the region and build sustainable, regional relationships that have a positive impact on the quality of our products and services.

We are convinced that this consistent orientation is the decisive prerequisite for the high quality of our products.





Responsibility for society

MELAG also assumes responsibility outside the company boundaries and is involved in various social projects:

World Cleanup Day

The world is cleaning up. And MELAG is joining in. On the annual World Cleanup Day, over 14 million participants in 191 countries clean up streets, parks, beaches, forests, rivers and oceans of carelessly disposed waste. MELAG, too, diligently collected litter with numerous employee volunteers during this event and set a strong example for a clean, healthy and plastic waste-free environment with the litter collection campaign. The world's largest bottom-up citizen movement for the elimination of environmental pollution and plastic waste was a complete success and we will be happy to participate again in the coming years to make our contribution.



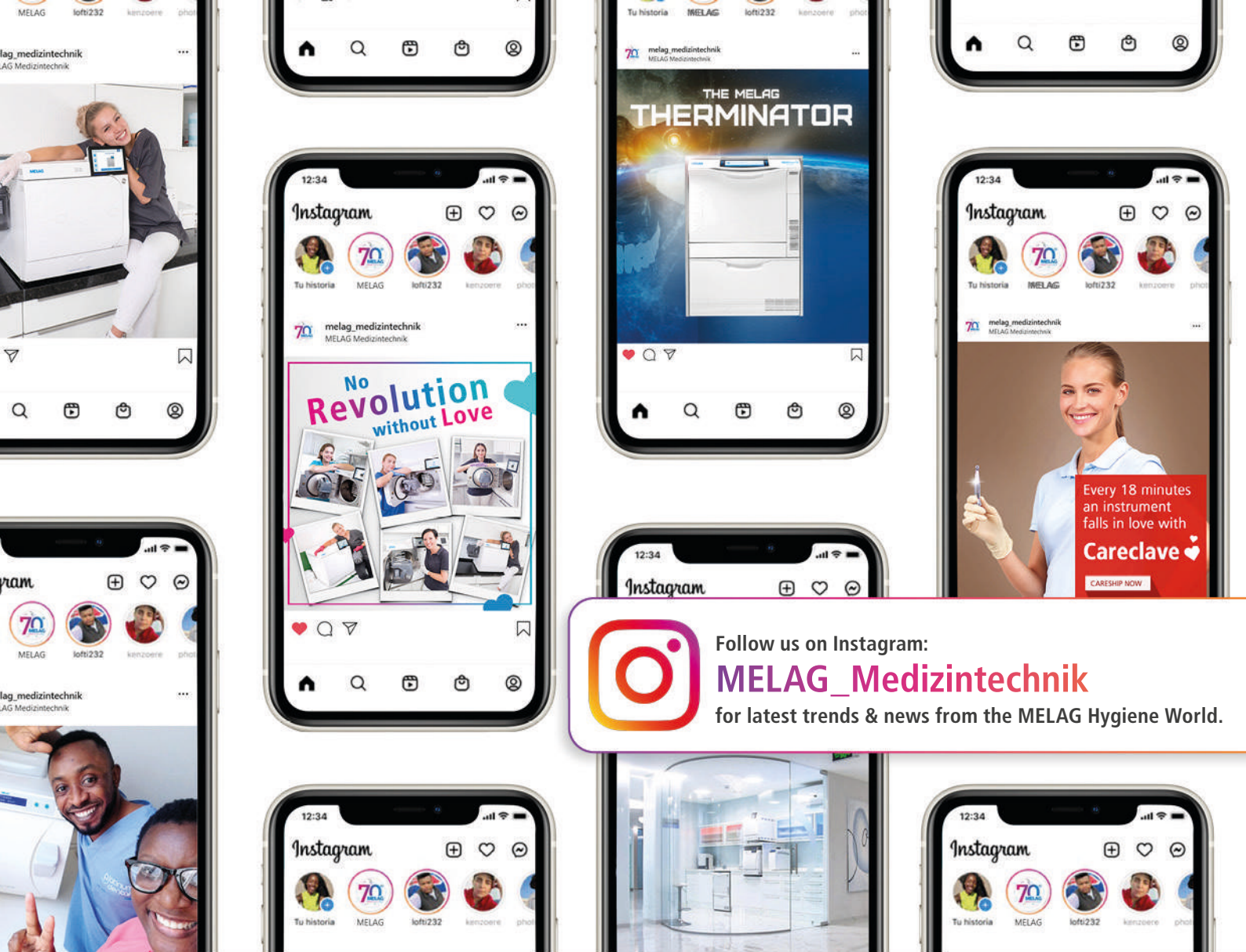
Foundation Life in Myanmar

At Stiftungslife, German medical teams regularly travel to Myanmar to support local people by providing basic medical care. In a four-week rhythm, seven centrally located villages in the delta of the Ayeryawaddy southwest of Yangon are visited by a large ship for three days at a time in order to help the people. Under the motto „Helping people to help themselves“, the doctors on board support the medical team, provide guidance and training. In 2017, around 12,000 patients sought medical help and received treatment on the ship. 4,000 of them had dental problems. Such a high volume of patients is naturally an enormous challenge for the reprocessing of used instruments. For this reason, MELAG has provided the ship with an autoclave. The reliable high-performance sterilizer is a great help to the medical staff on site in keeping sterile instruments continuously available and has since made an important contribution to the medical treatment of the people on site.

Aid project in Kenya

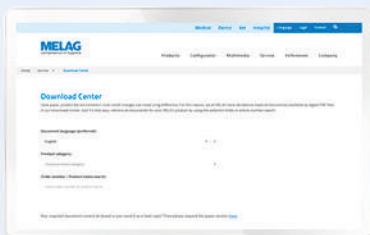
In 2022, MELAG supported a great aid project in Kenya - a country where poverty remains high and issues such as health and hygiene are hugely important. Together with the Hardwick Foundation, we helped provide emergency dental care to people in Tarek, Kenya, with the goal of ensuring long-term dental health locally. In 4 days of treatment, we were able to treat more than 260 patients and nearly 1000 teeth thanks to the great local staff and the use of a Vacuklav 31B+. A great success!





Our Digital Tools

Smart workflows in instrument decontamination



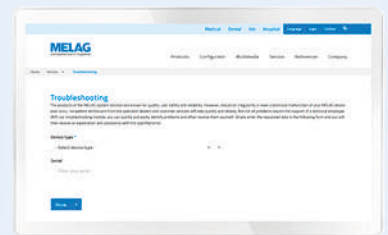
Download Center:

Retrieve MELAG documents from anywhere and at any time



Multimedia:

Learn from more than 300 videos about safe instrument decontamination



Troubleshooting:

Enter malfunction numbers to access immediate solutions

Rev.0-22/4343-12.22-EN-ME



Valid until revoked, but no later than 31.12.2023. All prices are net prices, without packaging, ex works Berlin.

Further information at: www.melag.com

MELAG
competence in hygiene