



Sustainability guideline / Code of Conduct for our Suppliers

We expect our suppliers to comply with all applicable national and international laws and regulations and also to comply with the following Mitutoyo Company Sustainability Policy:

Working conditions and human rights

We expect our suppliers to comply with the employee rights of applicable legislation and UN Human rights, resulting in fair working conditions with following components:

- combating slavery and child labour
- appropriate wages, social benefits and working hours
- women's rights, ethical hiring, promotion of diversity, equality and inclusion
- freedom of association and collective bargaining
- non-discrimination and combating all forms of harassment
- respect for the rights of minorities and indigenous peoples
- independence from public or private security forces abusing human rights
- healthy and safe working environment minimizing risks

Protection against reprisal

Suppliers shall establish communication channels for their employees so that they can confidentially submit complaints or report possible unlawful conduct without fear of repression, intimidation or harassment. Any communication will be treated confidentially.

Environmental protection

Mitutoyo expects its suppliers to comply with applicable environmental laws, regulations, and standards, including conservation of natural resources (e.g. water and general energy efficiency) and air, responsible use of chemicals, economical use of used materials, and avoidance and proper disposal of harmful emissions (e.g., greenhouse gas emissions), noise and waste. Fostering reuse and recycling and trying to use renewable energy, where possible. Further respecting land, forest and water rights, rejection of forced eviction, caring for animal welfare, soil quality, biodiversity, land use and avoiding deforestation.

Behavior in the business environment

Product safety

Mitutoyo expects that the supplier's products do not endanger people or the environment and that they fulfill all agreed or legally required obligations regarding product compliance and safety. The supplier shall communicate information on safe use accordingly.

Export Control

We expect our suppliers to comply with all European and German export control regulations as well as US (re-)export regulations if the export/transfer of the goods is subject to US law.



Prohibition of corruption and bribery

Corruption and bribery are strictly prohibited. To ensure this, we expect consistent and transparent behavior from our suppliers. In particular, we expect that the supplier will not offer, promise, or grant any benefits to Mitutoyo employees with the aim of obtaining an order or other preferential treatment in business dealings.

Invitations and gifts

Mitutoyo expects that its suppliers will not misuse invitations and gifts to influence. Invitations and gifts to Mitutoyo employees or persons close to them will only be granted if they can be considered reasonable and appropriate to the occasion.

Similarly, suppliers will not demand unreasonable benefits from Mitutoyo employees.

Fair Competition & Avoidance of conflicts of interest

Mitutoyo expects its suppliers to behave fairly in competition and to observe the applicable antitrust laws. Suppliers will neither participate in agreements with competitors in violation of antitrust laws nor abuse a possibly existing dominant market position.

Situations that could lead to conflicts of interest should be avoided. Private or personal concerns are to be disregarded and do not flow into any business decisions.

Money Laundering & accurate records

Mitutoyo expects its suppliers to comply with relevant legal obligations for money laundering prevention and not to engage in money laundering activities. Further to fulfill their financial responsibility with accurate records.

Confidentiality/data protection

The supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers, and employees with regard to the protection of private information. The supplier shall comply with data protection and information security laws and government regulations when collecting, storing, processing, transmitting, and disclosing personal information.

Intellectual Property & Counterfeit parts

The supplier respects the intellectual property of others and rejects counterfeit parts.

Supplier Relations

Mitutoyo expects its suppliers to disclose this information publicly or towards Mitutoyo and to communicate all the principles and requirements described herein to their subcontractors and suppliers and to take them into account in their selection and encourage them to comply with the described standards.