

A photograph of four business professionals (two men and two women) in a modern office setting, engaged in a conversation. They are standing near a large glass window that reflects the sky and buildings. The scene is brightly lit, suggesting a sunny day. The individuals are dressed in professional attire, including blazers and button-down shirts. A blue semi-transparent banner is overlaid at the bottom of the image, containing the title and date.

Corporate Responsibility @ MID GmbH

August 2022

Corporate Responsibility

Our responsibility as a company is not solely that of providing top class tools and solutions. We at MID consider corporate responsibility to be a comprehensive field spanning all areas.



Corporate Governance

Responsible corporate management



Corporate Social Responsibility

Comprehensive social behavior



Corporate Citizenship

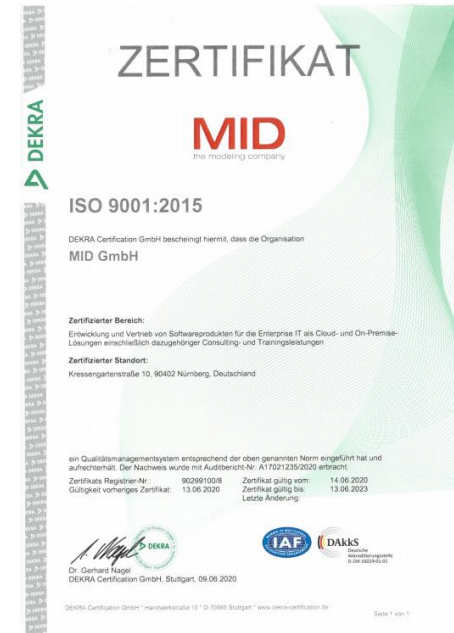
Ethical corporate responsibility



Corporate Governance

Our decisions and activities comply with legislative, environmental, sustainable and moral principles within the framework of the following guidelines:

- Compliance and data protection guidelines: Declaration of commitment in accordance with § 5 of the Federal Data Protection Act (BDSG) to maintain data confidentiality
- MID Code of Conduct
- DIN / ISO - regulations 9001 : 2015, ISO Status: 14.06.2020





Corporate Social Responsibility

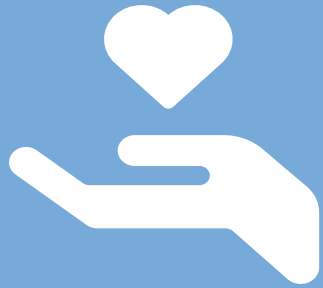
Our comprehensive social responsibility to our employees, customers, partners and society is extremely important to us.

Ecology

- Sustainable building construction: German Sustainable Building Council (DGNB) silver certificate
- Digital archiving and workflows to reduce paper consumption, e.g. booking time off, QMS, digital holiday letter
- Waste separation
- Hybrid and fully electric company car options
- Reduction of business trips, digital operation where possible
- Targeted choice of [Fujitsu](#) as partner for green procurement of notebooks and workstations
- Sustainable approach for obsolete IT equipment with support from [AfB](#)

Employees

- Free drinks
- Cycle to work scheme and public transport subsidies
- Health management thanks to group sport opportunities, funding of gym fees and free start places for annual company runs.
- Company pension scheme
- Annual team building events, e.g. summer party, team events, Christmas party, Innovation day
- Promote work-life balance thanks to flexible and mobile work hours and sabbatical leave
- Long term investment in employees through traineeships
- Targeted training for staff advancement
- MID mentoring program to integrate new employees



Corporate Citizenship

We are aware of our social and ethical responsibility and act according to the following principles:

- We respect human dignity in all forms and abhor discrimination, violence and exploitation. We are an ethically responsible company which does not support discrimination against individuals.
- We believe in treating one another with respect. We encourage constructive criticism in the form of regular meetings with the board of directors.
- We have supported projects including “Aktion Mensch” and the regional refugee aid in Eibach-Maiach. We are also committed to regional donations, such as the clinic clowns project in Nuremberg and the Bullerbü daycare center.