



OVERVIEW OF THE CODE OF BUSINESS CONDUCT AND ETHICS

At Matthews International Corporation (“Matthews”), our Code of Business Conduct and Ethics (“Code”) sets the standard for our business dealings with the world and each other. The Code applies to all employees, officers, directors and agents doing business on behalf of Matthews and its domestic and foreign subsidiaries. This overview provides a brief summary of the Code’s fundamental concepts.

OUR COMPETENCIES AND OUR CODE

Our Code is inspired by our global competencies. When we are demonstrating our competencies, we are helping our customers, motivating each other, and encouraging ethical business conduct and practices. To that end, our Code requires that we:

- > Follow the law, wherever we operate in the world
- > Act honestly, fairly and respectfully with others
- > Do not seek to gain advantages through dishonesty, bribery, theft or manipulation
- > Timely disclose and resolve conflicts of interest
- > Protect the confidential and proprietary information of Matthews and its customers
- > Safeguard and properly use company assets
- > Maintain a workplace free of unlawful discrimination, harassment and retaliation
- > Promote and maintain a safe and healthy work environment
- > Do not speak for Matthews without permission
- > Reflect positively on Matthews
- > Report and encourage the reporting of any violations and concerns

GLOBAL COMPETENCIES

- > Act with Courage and Integrity
- > Respond with Agility
- > Demonstrate Accountability
- > Build Collaboration through Trust
- > Communicate Effectively
- > Focus on Service
- > Create value through continuous improvement and innovation

Please refer to the [full Code policy](#) for a more detailed and comprehensive explanation of the expectations for us all as we lead by example and live the Matthews spirit through our competencies.