



SUPPLIER CODE OF CONDUCT

LINHARDT

Dear Ladies and Gentlemen,

LINHARDT continues to stand in a long tradition of management oriented towards morality and values. Whereas in the early years it was, in particular, people in executive positions who embodied the values of the company internally and outwardly with a high degree of personal integrity, in the mid-90s, the company formulated its corporate philosophy – a lived philosophy, a stock taking and evaluation of relationships with customers, employees and suppliers.

Already at that time, LINHARDT was aware of its responsibility to these stakeholders, but also to the environment. With the general intensification of the discussion about sustainability in the past years, LINHARDT has seen its own company policy of solidity and stability in economic, social and environmental matters confirmed.

This renewed "Supplier code of Conduct" is supposed to further ensure our holistic commitment for a fair cooperation at present as well as a livable future.

It will not provide patent remedies for all conceivable situations in business life. Rather, it sets out non-negotiable minimum standards, which we also adhere to in the management of the company. The unshakeable basis of these minimum standards is adherence to all applicable laws.

Suppliers must comply with this Code of Conduct or alternatively with local law, whichever is more restrictive.

Viechtach, 04.05.2023



Johannes Schick

CEO

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1. COMPLIANCE

We insist on compliance with this "Supplier code of Conduct" along our entire value chain. The supplier agrees to comply with the applicable laws in the countries where he is doing business. If the applicable law is not as strict as the provisions of this "Supplier code of Conduct", the provisions out of the "Supplier code of Conduct" are applicable.

We call our suppliers to implement appropriate measures to fulfill the certain requirements.

2. HUMAN RIGHTS

HUMAN RIGHTS

Respect the personal dignity, privacy and personal rights of each individual. We urge our suppliers to comply with and promote human rights. Discrimination and harassment should not be tolerated.

NO HARASSMENT OR DISCRIMINATION

Do not tolerate discrimination or harassment. National or ethnic affiliation, gender or age as well as sexual orientation and political attitudes or other legal characteristics are to be accepted. The employees must be protected from physical, sexual, psychological, or verbal harassment and from intimidation or abuse.

FREEDOM OF OPINION

Protect the right to freedom of expression and freedom of opinion.

EQUAL OPPORTUNITIES

Promote equal opportunities between all employees. For this, all relevant national laws on equal opportunities must be observed.

NO MODERN SLAVERY, CHILD LABOR OR FORCED LABOR

Reject all kind of child, forced or compulsory labor. Slavery or human trafficking shall not be supported. This must be controlled in your own company and along the supply chain.

The local minimum employment age must be considered. In general, no children under the age of 15 should be employed. On minors the special requirements applicable on such persons must be followed.

3. WORKER´S RIGHTS

HEALTH & WORK SAFETY

Our suppliers must focus on the continuous improvement of work safety. The avoidance of accidents and injuries and guarantee of occupational safety have top priority. Workers must be aware of workplace risks and must receive regular trainings.

WORKING HOURS

The legal requirements or collective agreement for working hours must be strictly adhered to. The legal minimum of annual holiday, public holidays and break times must be granted.

REMUNERATION AND SOCIAL BENEFITS

The remuneration, compensation and social security must be equal to the legally valid and guaranteed minimum and is intended to ensure an adequate standard of living for the employees and their families.

FREEDOM OF ASSOCIATION

The freedom of association to form or join trade unions or employee representatives must be followed.

TERMINATION OF EMPLOYMENT RELATIONSHIP

Workers must be able to terminate their employment relationship within a reasonable period of time.

4. ENVIRONMENTAL STANDARDS

SUSTAINABLE RESOURCE MANAGEMENT

LINHARDT requires its suppliers to deal carefully with social, ecological and economic effects of their actions. A respectful handling of natural resources and the environment must be considered in every production step. For the future CO₂ emissions of purchased goods products will play a major role in procurement decisions and should therefore reported when possible.

The minimum requirements here are the applicable laws at the respective locations as well as internationally valid standards.

WATER QUALITY AND CONSUMPTION

The quality and saving of water must be ensured responsibly. Sewage shall be reduced, reused and recycled.

AIR QUALITY

Pollutant emissions are to be reduced along the entire supply chain. To support climate protection, suppliers of LINHARDT should also strive to continuously reduce greenhouse gas emissions.

RESPONSIBLE CHEMICAL MANAGEMENT

Ensure a responsibly handling with chemicals and hazardous substances. This substances must be safely handled, transported, stored, reprocessed or reused or disposed of.

WASTE REDUCTION

Keep the amount of waste as low as possible throughout the entire value chain. This goal is to be pursued in all areas, in the development, production, use and subsequent recycling of the products.

5. MATERIAL COMPLIANCE

The purpose of material compliance is to ensure safe handling of substances and products used in our products. Also our supplier has to comply with national and international legislative and regulatory requirements to ensure the conformity of our products.

We call upon our suppliers to ensure the highest standards of hygiene and strict quality controls at each stage of the production process beginning from product development to manufacturing and logistic processes. Unless it is avoidable and/or necessary, do not use substances that may have a negative impact on human health.

6. CONFLICT MINERALS

Suppliers are expected to observe the applicable legal requirements with regards to “conflict minerals”, in particular tin, tantalum, tungsten and gold from conflict areas, and to take appropriate measures in their company to ensure that these laws are complied with.

In addition, it is expected that our suppliers will have measures in place to prevent the use of raw materials that directly or indirectly finance armed groups that violate human rights (terrorist financing).

7. BUSINESS ETHICS

As a supplier of LINHARDT you must comply with the laws and regulations of the countries in which you operate.

Our employees are encouraged to put their private interests aside from company interests in their everyday work. We ask our suppliers to observe and respect this in their daily business contract with us.

ANTI-TRUST LAW AND FAIR COMPETITION

LINHARDT pursues clean and recognized business practices and fair competition. We expect the same from our suppliers. Any kind of anti-competitive behavior such as price agreements, market sharing, price fixing etc. must be refused.

ANTI-CORRUPTION LAW

Corruption and bribery is not tolerated. As a LINHARDT supplier you have to promote transparency, reject any form of bribery or unlawful acceptance or granting of benefits in your business activities.

Our employees are required to accept and grant gifts and invitations only within the legally permissible limits. We ask our suppliers to respect this.

ANTI-MONEY-LAUNDERING

The supplier ensures that his activities are not used for money laundering. He has to accept applicable laws and regulations.

PROTECTION OF COMPANY AND TRADE SECRETS

Company and trade secrets must be kept confidential and must be actively protected. This applies also to any other information that is expressly labeled "confidential".

PRIVACY AND PROTECTION OF PERSONAL DATA

As a supplier of LINHARDT you have to comply with the applicable data protection regulations. Personal data may neither be processed, disclosed, made available nor used in any other way without authorization.

8. FINAL PROVISIONS

SCOPE

This "Supplier code of Conduct" applies to all suppliers of LINHARDT. The guidelines set out are binding and must be complied with. LINHARDT also expects its suppliers to pass on these principles in their own supply chain and to insist on compliance.

This "Supplier code of Conduct" becomes effective when signed. It is valid as long as the business relationship between LINHARDT and the supplier remains.

RISK MANAGEMENT SYSTEM

LINHARDT requests its suppliers to implement a management system to fulfill the stipulations of legal provisions, standards and customer requirements. Risks must be identified in a systematic way and measures must be taken. A continual improvement is necessary. The supplier must implement a training and communication schedule for its employees to fulfill these principles.

COMMITMENT

We expect our suppliers to make suitable and reasonable efforts to continuously implement and apply the principles and values described in this "Supplier code of Conduct" and to remedy existing deficits as quickly as possible.

RIGHT OF AUDIT AND CONSEQUENCES IN CASES OF INFRINGEMENT

LINHARDT reserves the right of audit to verify this "Supplier code of Conduct". If LINHARDT discovers a deviation from the requirements of this "Supplier code of Conduct" at a supplier, they reserve the right to take necessary steps.

REPORTING OF INFRINGEMENTS OF LAW (WHISTLE-BLOWING SYSTEM)

LINHARDT maintains an externally operated contact point for anonymous transmission of information on possible infringements of laws and regulations. Besides LINHARDT employees, also our business partners, their employees and other third parties can contact this contact point in confidence.

At this point of contact possible cases of corruption, fraud, human rights violations, violations of antitrust, data protection laws or other violations of the Code of Conduct can be reported.

The hereinafter-mentioned but also online provided channel is not intended for customer complaints or other contract-relevant issues from customer business. For these cases, please contact our customer service directly.

Contact point:

+49 991 379175 299

beschwerdestelle-linhardt@sws-p.de