

Code of Conduct for Suppliers and Business Partners of LEANTECHNIK AG

For LEANTECHNIK AG, sustainability is a key element of its business philosophy. We cooperate internationally with powerful partners to satisfy our customers. We procure raw materials, goods and services from our suppliers to this end.

The present Code of Conduct therefore defines the principles and requirements of LEANTECHNIK AG applicable to all suppliers of raw materials, goods and services regarding their social and environmental responsibility. This objective is based on a responsible and sustainable business governance.

We base our procurement activities on social and ecological aspects, like human rights, work conditions, corruption prevention and environment protection. These aspects determine the selection and assessment of our suppliers.

LEANTECHNIK AG requires from its suppliers to observe the national law, the principles of the United Nations Global Compact and the contents of the present Code of Conduct at any time. LEANTECHNIK AG furthermore expects from its suppliers to take measures to support the provisions of the present Code of Conduct.

LEANTECHNIK AG reserves the right to amend the present Code of Conduct in case of change of the business governance principles of LEANTECHNIK AG. The suppliers are expected to accept these amendments.

Supplier's declaration

Our supplier and business partner confirms the conditions specified in our Code of Conduct by initiating the business relationship and first and foremost by accepting our orders:

The supplier hereby agrees to comply with the principles and requirements of the present Code of Conduct in addition to the obligations resulting from the delivery contracts concluded with LEANTECHNIK AG.

The supplier will provide a written self-assessment within a reasonable period of time upon LEANTECHNIK AG's request, provided that such information is legally permissible and no contractual obligations and in particular confidentiality obligations are infringed and the disclosure does not impair the confidentiality of operating and business secrets.

The supplier agrees that representatives of LEANTECHNIK AG or contracted third parties may perform inspections (audits) after a reasonable announcement in writing during the usual operating and business hours to review the compliance with the Code of Conduct at the business premises in presence of the supplier.

The supplier agrees to forward the contents of the Code of Conduct to its sub-suppliers in the context of its supply chain and to obligate the sub-suppliers to observe the principles and requirements of the Code of Conduct.

The following sections provide a detailed description of the principles and requirements of the Code of Conduct:

Legal compliance

The supplier hereby agrees to observe the legal provisions of the respectively applicable jurisdiction.

No corruption or bribery

The supplier hereby confirms that the supplier will not tolerate any corruption and ensure the compliance with the United Nations (UN) conventions and the Organisation for Economic Co-operation and Development (OECD) to counteract corruption and the pertinent anti-corruption laws. The supplier will in particular ensure that its employees, subcontractors or representatives will not offer benefits to LEANTECHNIK employees or their related parties in order to obtain, offer, promise or grant an order or other privileges in the course of business.

Invitations and gifts

The supplier hereby confirms that the supplier will not use invitations and gifts for exerting an influence. Invitations and gifts to LEANTECHNIK employees and related parties are only allowed, if the occasion and extent is reasonable, i. e. if such invitations and gifts are of negligible value and conform with the local generally accepted business practice. Likewise, the supplier will not request any improper advantages from LEANTECHNIK employees.

Respect for the basic employee rights

The supplier hereby agrees:

- to support the equality of opportunity and non-discrimination of its employees irrespective of their race, nationality, social level, eventual impairments, sexual orientation, political or religious beliefs, gender or age;
- to respect the personal dignity, privacy and moral rights of each employee;
- to not allow forced labour;
- to not allow an unacceptable treatment of employees, like e. g. mental cruelty, sexual and personal harassment or discrimination;
- to not allow any conduct (including gestures, language and physical contact) that is regarded as sexually coercive, harassing, abusing or exploiting;
- to ensure a proper compensation and observe the legal national minimum wage;
- to comply with the local legal maximum working time;
- in particular to observe the key work standards of the International Labour Organisation (ILO) under consideration of the applicable laws and legal forms in the respective countries and sites; and
- to the legally permissible extent, to respect the employees' freedom of association and neither favour nor discriminate the members of employee associations or trade unions.

No child labour

The supplier hereby agrees to prohibit and refrain from any kind of child labour in its operations.

Occupational health and safety

The supplier hereby agrees to observe the respective national occupational health and safety regulations. The supplier shall be responsible for the health and safety of its employees. The

supplier shall furthermore control risks and ensure the best possible prevention measures against accidents and occupational illness. The supplier is required to establish and implement a proper occupational safety management. The supplier will offer regular specialised occupational safety training to this extent.

Environment protection and energy efficiency

The supplier hereby agrees to observe the legal regulations and standards with regards to environment protection and energy efficiency, to minimise environmental pollution and to continuously improve its environment protection. The supplier is recommended to implement suitable environment and energy management systems.

Money laundering and free competition

The supplier hereby agrees to observe the legal anti-money-laundering obligations and refrain from money-laundering activities.
The supplier hereby agrees to comply with the principles of fair competition and applicable antitrust laws.

Suppliers

The supplier hereby agrees to support the compliance with the Code of Conduct by its suppliers and to observe the principles of non-discrimination for the supplier selection and in dealing with the suppliers.

Compliance with the LEANTECHNIK Code of Conduct

Any breach of the principles and requirements of the LEANTECHNIK Code of Conduct will be considered as a significant impairment of the contract relationship with the supplier.
LEANTECHNIK AG reserves the right to terminate individual or all contract relationships with suppliers, who have demonstrably violated the LEANTECHNIK Code of Conduct with immediate effect, if the suppliers have failed to remedy such violation within a reasonable grace period.

References

United Nations Global Compact:
www.unglobalcompact.org

United Nations:
www.un.org

International Labour Organization:
www.ilo.org

Organisation for Economic Co-operation and Development:
www.oecd.org

Supplier Declaration:

1. The supplier has received the LEANTECHNIK Code of Conduct.
2. The supplier hereby agrees to observe and accept all principles and requirements of the LEANTECHNIK Code of Conduct.
3. The present supplier declaration is subject to the material law of the Federal Republic of Germany.

Supplier's Name _____

Stamp: _____

Date, Place: _____

Name in Print Letters: _____

Signature: _____