

Supplier Code of Conduct





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Preamble

As a globally operating group of companies, LAPP sources and sells products and services on the global market. In the process, we continuously advance the sustainability of products and solutions by combining social, environmental and ethical principles in our business operations. In this way, we create the ability for ourselves, our suppliers and our customers to meet the current and future needs of society and the environment.

We maintain a responsible relationship with our suppliers that is based on value creation as partners in order to continue to develop their sustainability performance in our supply chain. We expect our suppliers to comply with the applicable laws and to follow the internationally recognised environmental, social and corporate governance standards (ESG standards). We also expect our suppliers to work towards implementing these standards among their own suppliers.

In particular, we require you as a supplier to recognise, support and comply with the following Supplier Code of Conduct, which is based on ESG standards. You fulfil your obligation to perform a continuous risk analysis not only based on occasion, but also when a significantly altered or significantly expanded risk situation occurs in your company due to the introduction of new products, projects or a new business field. This applies not only to your own business operations, but also to direct and indirect suppliers. For this purpose, you maintain an appropriate internal complaints procedure, regardless of when European directives are converted into German law.



Matthias Lapp
Chairman of the Board & CEO LA EMEA
Lapp Holding SE



Jan Ciliac
Chief Financial Officer (CFO)
Lapp Holding SE

Social responsibility

- **Human rights**

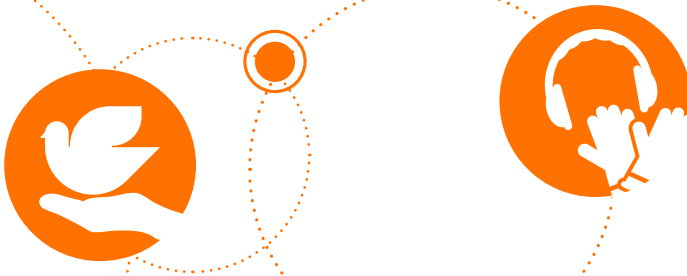
You support the protection of internationally proclaimed human rights, combat any form of forced labour, slave labour, child labour or comparable types of work. Any work must be voluntary and your employees must be able to terminate the work or business relationship at any time. If children are employed, you adhere to the recommendation from the ILO Convention concerning the minimum age.

- **Occupational health and safety**

You ensure a safe and healthy work environment for your employees while observing the applicable laws. Hazards and resulting health risks to which employees are exposed are appropriately assessed here and the required protective measures are taken. In particular, you do not tolerate any harassment or abuse of any kind, harsh and inhumane treatment, as well as illegal practices, such as mental hardship, sexual harassment and personal harassment.

- **Freedom of association and right to collective bargaining**

You recognise the freedom of association and the right of all employees to collective bargaining in accordance with the applicable laws.





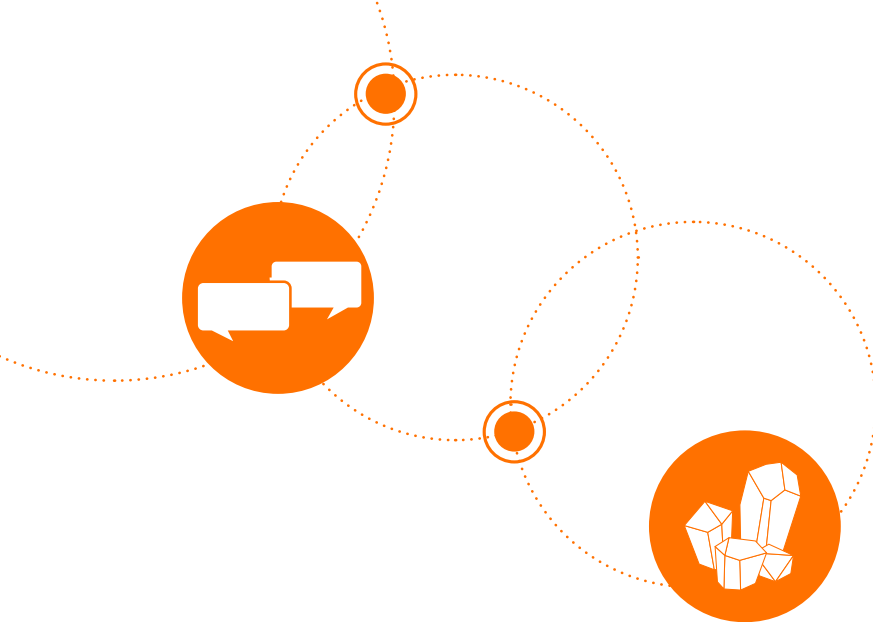
- **Ban on discrimination**

You treat your employees fairly, politely and with respect. You create a workplace that is free of discrimination and harassment or disparagement. In particular, discrimination of your employees on grounds of ethnic or cultural characteristics, disability, gender, religious beliefs, age, or sexual orientation are not tolerated.

- **Fair wages and fair working hours**

You observe minimum wages and working hours in accordance with the respective national and local legal standards. You ensure a living wage, taking into account the local living conditions.





- **Complaint mechanisms**

You ensure effective complaint mechanisms are set up for your employees and other interest groups who can be affected by negative impacts.

- **Conflict materials**

You do not deliver any products containing conflict materials that directly or indirectly finance or support armed groups and cause human rights violations. We expect that you meet your duty of due diligence for the supply chains of conflict materials as per the OECD directives recommendations.

Environmental responsibility

- **Environmental protection**

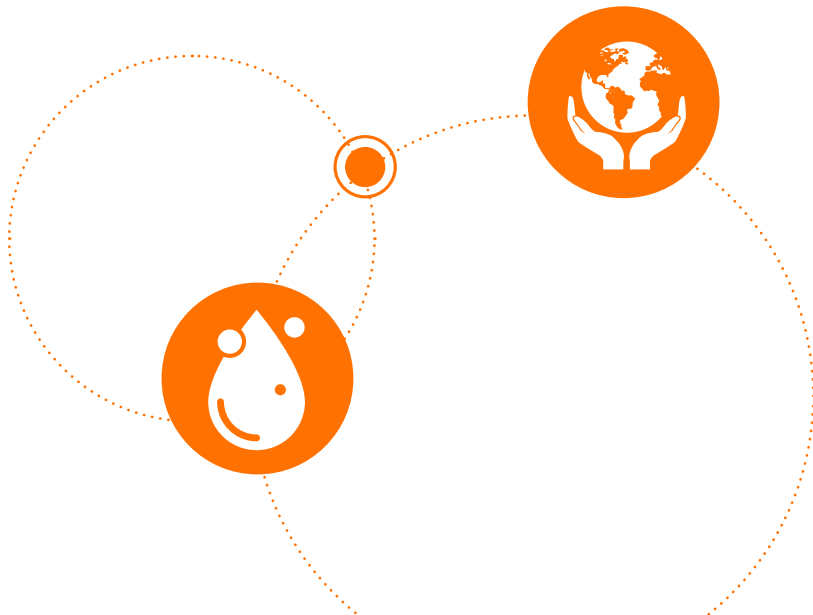
You meet the applicable environmental, health and safety regulations. You promote the safe and environmentally compatible development and manufacture of your products as well as their transport, use and disposal.

- **Environmental management/handling hazardous materials**

You use appropriate management systems to ensure that product quality and product safety meet the applicable specifications. You avoid using substances in products and production facilities that are hazardous to health so that no dangers to the life and health of your employees, neighbours or the public can emanate from ongoing processes into the environment. You use a suitable environmental management system to also reduce the impacts of your business operations on biodiversity, climate change and water scarcity.

- **Reduction of the use of resources, waste and emissions**

You use resources efficiently, implement energy-efficient and environmentally friendly technologies and reduce your waste volumes as well as emissions into the air, water and soil.



Governance standards

- **Antitrust law and trade control**

You adhere to the applicable national, European and international rules on trade and the observance of international law, especially, but not limited to, the antitrust law and competition law, customs and import regulations, export control of national and third countries, as well as the regulations on economic and military sanctions.

- **Corruption, bribery and money laundering**

You combat corruption, bribery and other illegal granting of advantages and refrain from any form of money laundering activities.

- **Conflicts of interest**

You make decisions about your business operations with LAPP based only on objective criteria, and separate business and private interests. This avoids conflicts of interest from personal affairs, economic activities or other activities.

- **Data protection, information security and confidentiality**

You respect the privacy and the confidential information of all your employees and business partners and protect the data and intellectual property from abuse.



Implementation of the Supplier Code of Conduct

We expect you as a supplier to identify risks in your supply chains and initiate appropriate measures to minimise risks. This allows us to ensure the principles of sustainable development.

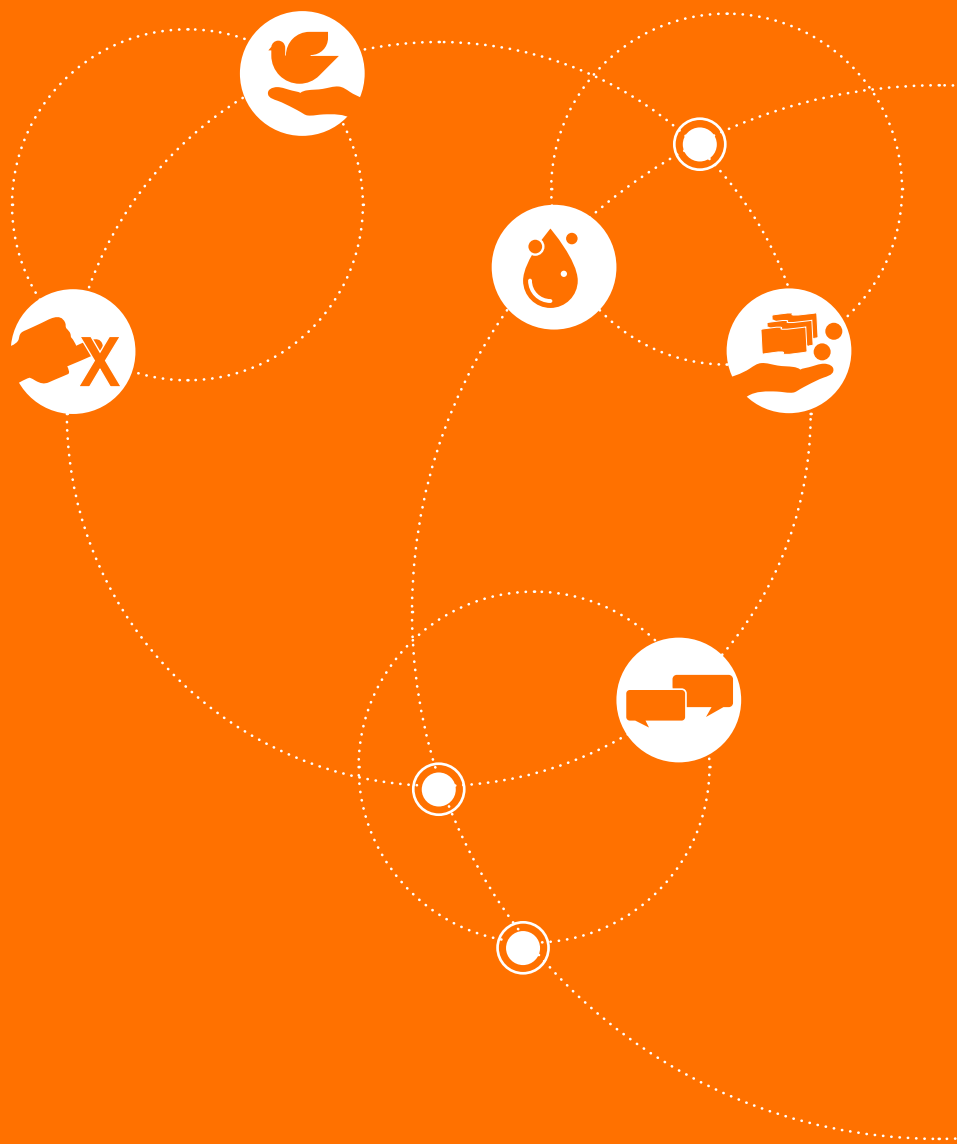
By signing the Supplier Code of Conduct, you recognise the expressed principles and behavioural measures and confirm your commitment to implementing these principles through your own code of conduct and your own risk management system, which includes and monitors these standards.

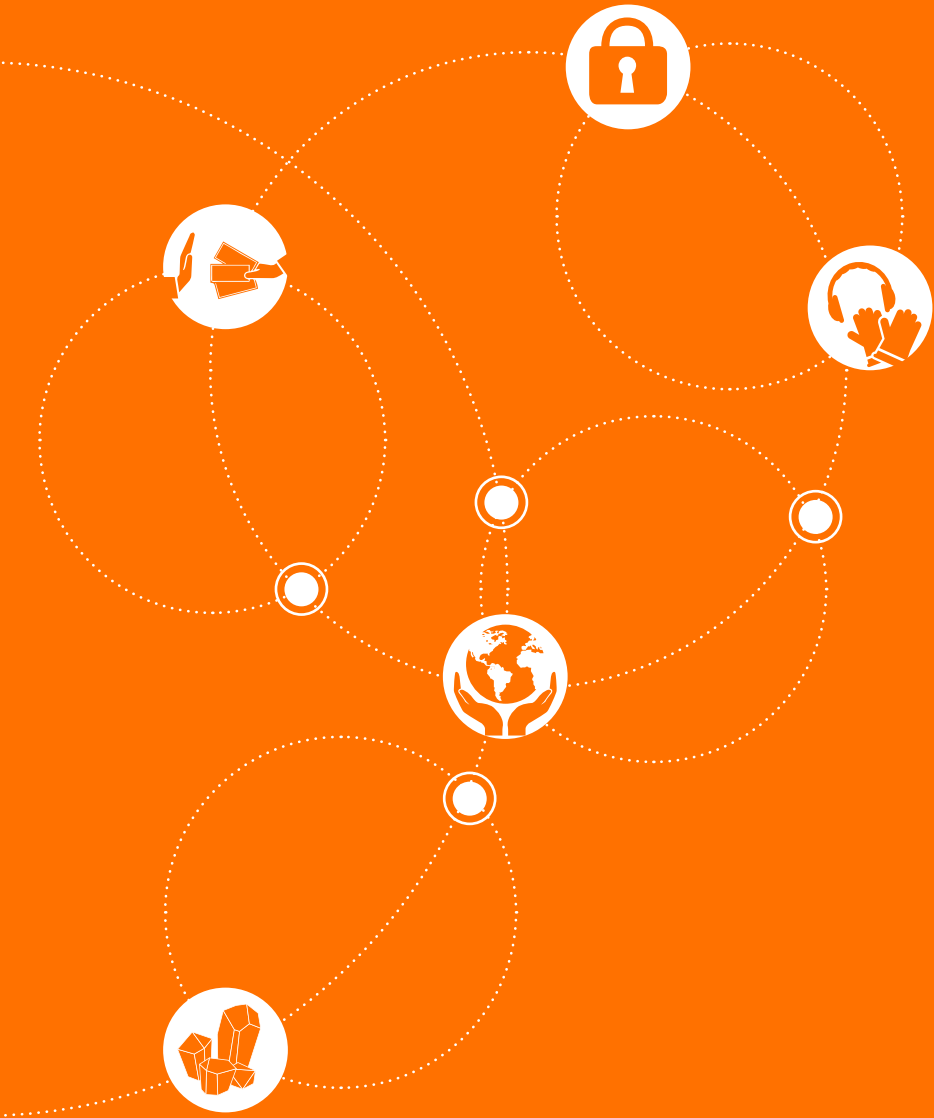
LAPP reserves the right to check compliance with the aforementioned standards via individual questions or audits. LAPP will take appropriate measures with regard to the business relationship if there is reason to believe that laws, rules or standards are being violated. In particular, LAPP reserves the right to suspend or terminate the business relationship in these cases if no measures are taken to rectify such violations or if systematic violations are identified.



If you have concerns regarding illegal behaviour or misbehaviour, please contact the LAPP Compliance hotline at **+49 711-7838 8888** or send an email to **compliance.de.lhi@lapp.com**.

Help us ensure the principles of sustainable development in our supply chain.







Imprint

Lapp Holding SE
Oskar-Lapp-Str. 2
70565 Stuttgart
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Stand: January 2023