

SUBSIDIZIEREN
SUCHEN

PLEASE READ THIS SUPPLIER
CODE OF CONDUCT CAREFULLY.

CONTENTS

Preamble/Introduction	4
1. Social responsibility	6
1.1 Human rights/labour rights	
1.2 Anti-discrimination and equal treatment	
1.3 Occupational health and safety	
1.4 Dealing with conflict materials	
1.5 Preserving the natural basis of life	
2. Environmental responsibility	8
2.1 Environment and climate protection	
2.2 Compliance with environmental legislation	
3. Ethical business conduct/governance	8
3.1 Law and justice	
3.2 Fairness and competition	
3.3 Data protection	
Implementation of the requirements	10



PREAMBLE / INTRODUCTION

THE LICHTGITTER GROUP HAS BEEN FAMILY-OWNED SINCE ITS INCEPTION IN 1929 AND SEES ITSELF AS A FAMILY BUSINESS, NOT LEAST BECAUSE OF ITS CORE VALUES OF LOYALTY, SECURITY AND COHESION. LICHTGITTER IS COMMITTED TO ACTING IN AN ECONOMICALLY, SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE MANNER AND TO CONDUCTING ITS GLOBAL BUSINESS ACTIVITIES ON AN ETHICAL AND MORAL BASIS IN FAIR COMPETITION. WE EXPECT THE SAME BEHAVIOUR FROM ALL OUR SUPPLIERS.

THIS CODE OF CONDUCT FOR SUPPLIERS FORMS THE BINDING BASIS FOR FUTURE COOPERATION. CONTRACTORS AGREE TO COMPLY WITH THE PRINCIPLES AND REQUIREMENTS OF THE CODE OF CONDUCT. WE ALSO EXPECT OUR SUPPLIERS TO CONTRACTUALLY REQUIRE THEIR SUBCONTRACTORS TO COMPLY WITH THESE STANDARDS AND REQUIREMENTS.

THE CODE OF CONDUCT IS BASED ON NATIONAL LAWS AND REGULATIONS SUCH AS THE GERMAN SUPPLY CHAIN DUE DILIGENCE ACT (LKSG) AND INTERNATIONAL CONVENTIONS SUCH AS THE UNITED NATIONS UNIVERSAL DECLARATION OF HUMAN RIGHTS, THE GUIDELINES ON THE RIGHTS OF THE CHILD AND BUSINESS CONDUCT, THE UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS AND THE INTERNATIONAL LABOUR STANDARDS OF THE INTERNATIONAL LABOUR ORGANISATION.



1 SOCIAL RESPONSIBILITY

1.1 HUMAN RIGHTS/LABOUR RIGHTS

You are committed to the United Nations Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights, as well as the International Labour Organisation's International Labour Standards, and support their observance.

You reject all forms of child labour and do not use any primary products that have been produced using such labour.

You ensure that neither forced labour nor human trafficking takes place in your company or with your business partners.

You comply with the minimum wage and working time regulations in accordance with the applicable national laws and ensure that the remuneration represents a living wage, taking into account the local cost of living.

You ensure that you only use primary products from responsible manufacturers who also observe and live by these principles. You fulfil your responsibility within the framework of the Supply Chain Duty of Care Act.

You recognise the right of all employees to form trade unions and employee representative bodies on a democratic basis within the framework of national regulations.

1.2 ANTI-DISCRIMINATION AND EQUAL TREATMENT

You ensure that no one is discriminated against on the basis of gender, skin colour, age, sexual identity, ethnic origin, disability, ideology, religious affiliation or any characteristic protected by law. This applies in particular to training, recruitment, remuneration, further training or promotion,

as well as when leaving the company. Everyone is given the equal opportunities.

You prohibit any form of discrimination, bullying or harassment.

1.3 OCCUPATIONAL HEALTH AND SAFETY

Your aim is to protect and maintain the health and safety of your employees and to provide them with a suitable working environment.

You ensure appropriate controls, safe work processes, preventive maintenance and provide safe work equipment to minimise workplace risks and prevent accidents and occupational illnesses in your organisation.

1.4 DEALING WITH CONFLICT MATERIALS

You establish processes in your company for the conflict minerals tin, tungsten, tantalum and gold as well as for other raw materials such as cobalt in accordance with the Organisation for Economic Co-operation and Development

(OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

1.5 PRESERVING THE NATURAL BASIS OF LIFE

You respect legitimate rights and do not exploit land, forests or waters that are the source of people's livelihoods.

tion if these affect people's health, severely impair natural resources for food production or prevent access to clean drinking water or sanitation.

You also avoid harmful changes to the soil, water and air pollution, noise emissions and excessive water consump-



2 ENVIRONMENTAL RESPONSIBILITY

2.1 ENVIRONMENT AND CLIMATE PROTECTION

You strive to minimise the impact of your activities on the environment and climate and to ensure that your products

make a positive contribution to environmental and climate protection for your customers.

2.2 COMPLIANCE WITH ENVIRONMENTAL LEGISLATION

You comply with all environmental legislation, regulations and standards. This includes, but is not limited to, emissions, waste disposal, handling of hazardous substances and chemicals, resource-efficient production processes and energy efficiency.

3 ETHICAL BUSINESS CONDUCT/ GOVERNANCE

3.1 LAW AND JUSTICE

You comply with all applicable international, national and local laws and regulations, contractual agreements and internationally recognised standards and conventions.

3.2 FAIRNESS AND COMPETITION

You prohibit all forms of corruption, money laundering and bribery.

3.3 DATA PROTECTION

You comply with all applicable laws regarding the protection of personal data, especially of employees, business partners and customers.



IMPLEMENTATION OF THE REQUIREMENTS

We expect our suppliers to actively promote appropriate risk management in their business activities. This enables human rights and environmental risks throughout the supply chain to be identified, minimised or eliminated in a timely manner. In the event of suspected unlawful behaviour or misconduct, you can access our complaints channel via our homepage and at the following link: supplychain.gratings-whistleblower.com

Lichtgitter reserves the right to conduct audits or assessments to verify compliance with the laws, regulations and the standards described. If a violation is found, the business partner will be notified immediately and will be given a reasonable grace period of time to bring its conduct into compliance with these regulations. Lichtgitter also reserves the right to terminate the business relationship if the grace period expires without result or in the event of serious offences that make a continued business relationship unacceptable.

Lichtgitter locations worldwide



EDITOR

Lichtgitter GmbH
Siemensstraße 1
D-48703 Stadthoorn

Telefon: +49. 25 63.911-0
Fax: +49. 25 63.911-163
E-Mail: info@lichtgitter.com