

LANGMATZ Code of Conduct for Business Partners

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I. Introduction

Langmatz GmbH is an internationally active company with over 400 employees. We are aware of our responsibility towards our employees, suppliers, customers, society and the environment, and firmly believe that legal and ecological behaviour and observance and protection of human and personal rights form the foundation for sustainable corporate governance. LANGMATZ GmbH also expects its Business Partners to comply with the requirements for sustainable and ethical corporate governance in accordance with environmental, social and governance standards (ESG).

This Code of Conduct summarises LANGMATZ's requirements governing its sales partners, suppliers and service providers¹.

II. Scope of application

LANGMATZ is committed to the values contained in this Code and expects all Business Partners to comply with and implement them in the same way.

Langmatz GmbH also requires its Business Partners to ensure that their suppliers and service providers, who are directly or indirectly involved in the provision of products or services to LANGMATZ, are also obliged to comply with these or comparable principles. Our Business Partners need to pass on the requirements from this Code to their sub-suppliers and service providers in an appropriate form and oblige them to comply with them.

This Code of Conduct does not replace the respective applicable legal requirements of the countries in which the Business Partner operates or anti-corruption laws.

¹ Hereinafter referred to as "Business Partners".

III. Requirements governing suppliers and service providers

1. Human rights

The observance and protection of human rights are of elementary importance to us.

The use of child labour is prohibited. Children under the legal minimum age of employment in accordance with the legal regulations of the respective country may not be employed. Applicable national legal requirements apply to the employment of minors under the age of 18.

Work may only be provided voluntarily. Forced or involuntary labour as well as punishment and coercion are prohibited.

The Business Partner undertakes to comply with national legislation and – where applicable – tariffs and rates for: hours of work, overtime, wages and salaries, and other employer benefits.

All hours worked by employees and their remuneration must be recorded.

Remuneration must be paid on time and in full and must be duly paid to the employees with full details of the period and composition of the remuneration.

Discrimination against persons or groups of persons on the grounds of race, ethnic, national or social origin, sex, religion or belief, disability, age, marital status, political affiliation or sexual identity **is not permitted.** This applies in particular to the recruitment, employment, remuneration and granting of other benefits, as well as the promotion or termination of employees.

Langmatz does not tolerate physical violence and sexual or verbal abuse or harassment. **LANGMATZ does not accept mental violence through repeated and regular, predominantly psychological harassment, hostility, torment, threatening and injury of a person with the aim of humiliating or unsettling them (bullying).**

The privacy and personal rights of employees must be respected.

2. Fair working conditions

Our Business Partners must respect **the right to freedom of assembly and association.** Everyone has the right to form and join trade unions to protect their interests. Collective bargaining and its results must be recognised, taking into account the relevant legal standards.

Our Business Partners will take **care of** the physical integrity of their employees and comply with applicable occupational health and safety regulations for this purpose.

3. Ethical business conduct

Langmatz is committed to fair competition – nationally and internationally – and rejects all forms of bribery and corruption.

Langmatz GmbH also requires its Business Partners to comply with the legal regulations to combat corruption and to conduct their business in an ethical manner in accordance with all relevant regulations. This involves, in particular, refraining from promising or granting personal benefits in return for unfair favouritism, or from demanding, being promised or accepting such benefits in return for unfair favouritism.

Agreements, concerted practices and quotation bids that **have the effect or object of preventing or restricting competition** are prohibited.

All business transactions must be documented in accordance with **proper accounting** principles.

Our Business Partners are obliged to comply with all applicable laws and regulations on combating **money laundering and terrorist financing**.

LANGMATZ expects its Business Partners to comply with **applicable foreign trade regulations**.

All legislation and official regulations applicable at the time must be observed when **collecting, storing, processing and transferring personal data**.

4. Environment

The protection of people and the environment is a priority at Langmatz. We also commit our Business Partners to **environmentally responsible action**. All legislation, regulations and guidelines for environmental protection must be complied with.

Hazardous materials, chemicals and substances must be labelled, monitored and controlled, and their safe and compliant handling, movement, storage, recycling and disposal ensured.

IV. Obligations

Our Business Partners must ensure that all **affected employees are efficiently informed of or trained in** the above-mentioned rules of conduct and maintain an appropriate system of control and compliance with the rules.

When selecting our Business Partners, we attach importance to existing quality, environmental, energy and occupational health and safety management systems.

V. Audit

LANGMATZ is entitled to request the necessary information and evidence from its Business Partners to demonstrate the necessary implementation of the obligations arising from this Code.

Furthermore, LANGMATZ reserves the right to review compliance with the Code by the Business Partner on a case-by-case basis.

VI. Whistleblowing and complaints management

Langmatz GmbH has set up a complaints procedure. Each and every person is entitled to submit information or notify possible violations. Further information on this can be found on the LANGMATZ website at

<https://langmatz.de/Unternehmen/Verhaltenskodex/Hinweisgeberrichtlinie.pdf>.

Business partners should set up their own complaints procedure. Credible information on possible violations of this Code is to be communicated to LANGMATZ immediately.

VII. Suspension and termination rights

The parties agree that compliance with this Code of Conduct is a material contractual obligation.

LANGMATZ reserves the right to request remedial action in the event of violations of any of the provisions of this Code and, where appropriate, to suspend cooperation until such measures are implemented or to terminate cooperation in the event of serious or repeated violations.

Prior to termination, LANGMATZ will set the Business Partner a reasonable deadline for rectification.

In the event of a grossly negligent or intentional violation by the Business Partner, LANGMATZ is entitled to terminate the contract without notice if Langmatz GmbH cannot be expected to continue the business relationship.