

Code of Conduct

Binding code of conduct for all employees

Lankwitzer Lackfabrik GmbH (LANKWITZER for short) is an international company operating globally. As such a company, the Lankwitzer Group bears social responsibility towards customers, employees and the public. In line with this responsibility, all employees of the company have undertaken to adhere to a code of conduct which we, as a company, consider to be morally and ethically indispensable:

► Compliance with the law

LANKWITZER represents the principle of strict legality for all actions, measures, contracts and other processes of the Lankwitzer Group.

LANKWITZER sells its products in many countries around the world. Since the delivery and use of our products takes place in different countries, several borders have to be crossed to the destination, depending on the transport route. It must always be ensured that export and import laws, customs regulations and all other laws and regulations of the transit and destination countries are observed.

► Business ethics

LANKWITZER represents the principle of strict legality for all actions, measures, contracts and other processes of the Lankwitzer Group.

► Child labour and forced labour

LANKWITZER respects and values the worldwide regulations for the protection of human rights as fundamental and generally applicable requirements. This includes the fact that we and our business associates do not allow either forced or child labour.

► Equal opportunity

We do not tolerate any employee discrimination due to skin colour, ethnicity, gender, age, nationality, social background, disability, sexual orientation, religion or belief.

► Employee rights

LANKWITZER pays salaries and social welfare benefits that are at least in line with national and local legal standards, regulations or agreements. It complies with the applicable regulations on working hours and holidays.

► Freedom of association and collective bargaining

LANKWITZER respects and values the rights to freedom of association and collective bargaining in accordance with valid laws and provisions.

► **Health and safety**

Our employees are our most valuable resource. Health and safety, as well as a pleasant work environment, are therefore a key success factor for our corporate goals. For this reason, compliance with legal requirements on occupational health and safety and the improvement of working conditions are an integral part of our company philosophy.

► **Handling of information and data protection**

LANKWITZER complies with all applicable laws for the protection of personal data of employees, customers, suppliers and other stakeholders. We respect the expertise, patents, trade and business secrets of ourselves and of third parties and do not pass on such information to third parties without prior express written confirmation

► **Separation of corporate and private interests**

All employees of LANKWITZER make decisions based on factual considerations and do not allow themselves to be unduly guided by personal interests.

► **Environmental protection: Committed to nature**

It is everyone's responsibility, especially industry, to use natural resources in a sustainable and accountable manner.

LANKWITZER supports internal and external efforts to act in an environmentally sound manner. We protect our environment and conserve natural resources. From an economic point of view, we also regard environmental protection as an important factor in improving the competitiveness of our company. Through our environmental certification to ISO 14001, we promote the knowledge and motivation of our employees towards environmentally sound behaviour.

Responsible use of resources such as water and energy is also one of our company's fundamental concerns. This is why LANKWITZER has defined its own claim to continually question the energy efficiency and water consumption of its processes. On the one hand to ensure competitiveness, and on the other hand to make a contribution to environmental and climate protection.

► **Supply Chain**

Our suppliers are also responsible for a share of the value creation in the supply chain. For this reason, it is important to us that our suppliers duly promote and actively implement adherence to this code of conduct or an equivalent code of conduct in their supply chain.

Any violation of this code of conduct constitutes impairment of the business relationship between LANKWITZER and the supplier.

Important guidelines of international organisations

- Principles of the United Nations Universal Declaration of Human Rights
- International Labour Standards (ILO)
- United Nations Global Compact • OECD Guidelines for multinational enterprises
- Core labour standards of the International Labour Organisation (ILO)
- UN Convention on the Rights of the Child
- Responsible Care Global Charter

This Code of Conduct was put into effect by the management of Lankwitzer Lackfabrik GmbH on 01 January 2016. (Supplemented on 25th of June 2021).

Dr. Leo Rokeach – CEO Lankwitzer Lackfabrik GmbH

