



Code of Conduct

of

Lübke & Vogt GmbH & Co. KG, Hüstener Straße 43-45, D-59846 Sundern, Germany

Preliminary mark:

The Code of Conduct of Lübke & Vogt GmbH & Co. KG is explained below.

It is based on all relevant local legal regulations and on the following internationally applicable principles:

- United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- European Convention on Human Rights
- International Labour Organization's Declarations on Fundamental Principles and Rights at Work

As part of the Angst+Pfister Group in Switzerland, we are also fully committed to the Group's Human Rights Policy and Environmental Policy, which can be viewed at www.angst-pfister.com.

§ 1

General information

At Lübke & Vogt, we are aware of our social and societal responsibility and act accordingly. We regard compliance with laws and regulations as an essential basic principle of economically responsible action and respect the principle of legality. Integrity and respect for the rights of third parties as well as ethical behavior determine our interactions with our employees, business partners and the social environment.

The following requirements specify the actions and expectations of Lübke & Vogt and provide guidelines for conduct about key environmental and social aspects. The requirements are the basis for successful relationships between Lübke & Vogt and its partners. ^{*8,9,17}

§ 2

Waste and recycling

Waste prevention, reuse, recycling, and the environmentally friendly disposal of residual waste are considered during the development and manufacture of products and in other activities. ^{*15}



§ 3

Occupational health and safety

The business partners shall at least comply with the respective national standards for a safe and hygienic working environment. Within this framework, appropriate measures are taken to ensure health and safety in the workplace to guarantee healthy working conditions. *3

§ 4

Working hours

The working hours correspond at least to the perspective national legal requirements or the minimum standards of the perspective national economic sectors. *8

§ 5

Biological diversity

Biological diversity is crucial to maintaining the balance of ecosystems around the world. Lübke & Vogt supports the maintenance of ecosystem services such as food, clean air and water, climate regulation and the economic value of natural resources through its management system and established processes.

§ 6

Data protection, information security, plagiarism, and intellectual property

Lübke & Vogt holds an externally certified TISAX label at Assessment Level 3. The protection of personal data, of employees, customers and suppliers and the security of business data and documents, is of particular importance of Lübke & Vogt. When collecting or processing personal data, we observe the legal and contractual requirements. Each of our employees is obliged to secure personal, confidential, and internal, non-public information and to protect both this and business documents from access and inspection by third parties in an appropriate way. Business partners shall ensure that the risk of introducing/ incorporating counterfeit parts into end products is absolutely minimized. The same attention shall be paid to the task of recognizing counterfeit parts in preliminary products.



§ 7

Discrimination and working environment

Equal opportunities and equal treatment are guaranteed regardless of ethnic origin, skin color, gender, religion, nationality, sexual orientation, social background, or political views, as far as these are based on democratic principles and tolerance towards those who think differently. Employees are selected, recruited, and promoted on the basis of their qualifications and skills. ^{*5,16}

§ 8

Legal requirement, fiscal responsibility and export control law

Ensuring legal conformity is controlled and monitored for all relevant areas, including export control law and economic sanctions monitoring, via the management system/ legal register installed in the company.

The business partners book incoming and outgoing payments directly to the corresponding services. They must also ensure that no applicable legal provisions against money laundering or terrorist financing are injured. ^{*9,17}

§ 9

Child labor

Lübke & Vogt rejects any knowingly use of child labor. ^{*4}

§ 10

Corruption, conflicts of interest and fair competitions

Our business relationships are conducted objectively, fairly, and free of unfair methods. Every employee is obliged to comply with the rules of fair competition, and particularly the provisions of cartel law. Violations of competition and cartel law, particularly the exchange of competition-sensitive information with competitors, are not permitted and will not be tolerated by Lübke & Vogt.

Lübke & Vogt expects to ensure that potential conflicts between personal and business interests are avoided as far as possible. Decisions by business partners or their employees are to be made exclusively on the basis of objective criteria.

We are convinced that corruption distorts competition and destroys the trust of our business partners and the public. No employee may – directly or indirectly – offer or grant unauthorized advantages to others in connection with business activities (bribery) or demand or accept such advantages (corruptibility).

This prohibition applies to all national and international business transactions, both in dealings with public officials and with companies and individuals in the private sector in Germany and abroad. ^{*17}

Violations of the provisions of this paragraph shall result in termination of the contractual relationship.



§ 11

Qualification of staff

Employees are motivated, informed and trained according to their tasks. ^{*4}

§ 12

Procurement of raw materials

Raw materials are procured avoiding sources or sourcing areas with a negative impact on aspects of human rights or the environment.

§ 13

Greenhouse gas emissions, noise emissions and air quality

The recording and continuous reduction of greenhouse gas emissions (Scope 1 to 3) is an integral part of our corporate philosophy.

Noise emissions are to be regarded as emissions and are part of the official permits. Lübke & Vogt undertakes to comply with the requirements for the protection of the environment and the neighborhood.

Environmental impacts such as emissions must be minimized and continuously improved. ^{*11,13,15}



§ 14

Environmental and health damage

Impacts on the environment and the health of employees are avoided or kept as low as possible in all activities. The economical use of energy, water or raw materials, the minimization of greenhouse gases, the minimization and technically feasible purification of emissions, the use of closed circuits for process water, the use of renewable resources (energy management to control energy efficiency) and the minimization of environmental and health damages are taken into account in the development and manufacture of products and in other activities. A chemical management controls the selection and use of the substances required for the production process. ^{*3,6,7,12}

§ 15

Environmental challenge

Environmental challenges are dealt with prudently and foresightful. Measures are taken to ensure a responsible approach to the environment. We work towards the development and dissemination of environmentally friendly technologies. ^{*13}

§ 16

Environmental management systems

Environmental orientation is one of the primary objectives of our corporate policy. Emissions are identified, recorded and, if relevant, monitored as part of the company's own environmental management system. Lübke & Vogt is certified according to DIN ISO 14001.

Lübke & Vogt therefore expects all partners with production sites to have a suitable environmental management system and, for relevant main suppliers in addition, a certified environmental management system in accordance with the international standard DIN EN ISO 14001 or EMAS.

§ 17

Freedom of association and employee representation

All business partners are openly committed to working with employee representatives in a trusting, fair and transparent way.

§ 18

Remuneration and performance

The remuneration and benefits paid or provided for a normal working week correspond at least to the legally valid and guaranteed minimum. If there are no statutory or collectively agreed regulations, they are based on the industry-specific, local collectively agreed remuneration and benefits that ensure a reasonable standard of living for employees and their families. ^{*8}



§ 19

Forced labor and recruitment fees

Lübke & Vogt rejects any knowing use of forced or compulsory labor, including involuntary prison labor. ^{*3,16}
The collection of recruitment or placement fees is prohibited.

§ 20

Contact point for violations and escalation procedures

Violations of the principles set out here must be reported immediately and in full extent. Depending on the severity of the offense, the supervisor or top management can be approached first. In the case of particularly serious offenses or in case of confidential sender data, the external contact point for reports (whistleblowing)

<https://angst-pfister.compliancehelpdesk.report>

or an approach to the authorities can and should be used.

Global Goals for Sustainable Development: Asterisks (*) in the chapters indicate the reference to the 17 Sustainable Development Goals. (SDGs of the United Nations)