

Supplier Code of Conduct (Version 202320)

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1 PREAMBLE

The LPL Group undertakes to comply with all applicable laws and regulations, to act in a socially and environmentally responsible manner and to conduct its business in accordance with ethical principles. For our employees we assume that the principles of ecological, social and ethical behavior are observed and integrated into the corporate culture. We also expect the same behavior from all of our suppliers. We also strive to continuously optimize our entrepreneurial activities and services in terms of sustainability and encourage our suppliers to contribute equally.

The Code of Conduct for suppliers is based on national laws and regulations as well as international conventions such as the United Nations' Universal Declaration of Human Rights, the Guidelines on Children's Rights and Entrepreneurship, the United Nations Guiding Principles on Business and Human Rights and the international labor standards of the International Labor Organization.

The principles formulated in this code of conduct for suppliers form an integral part of the business relationship between the LPL Group and its suppliers. Suppliers within the meaning of this code are all natural and legal persons who supply the LPL Group with products or provide services for the LPL Group. They undertake to comply with the principles and requirements of this Code of Conduct and to oblige their subcontractors to comply with the standards and regulations set out in this document. If the principles described in the Code of Conduct are not complied with, the LPL Group reserves the right to re-evaluate the continuation of the business relationship and to terminate it immediately if there are serious violations.

2 SOCIAL RESPONSIBILITY

Our suppliers must respect the human rights of everyone involved in their companies and commit themselves to treat their employees fairly and respectfully. This includes the following aspects:

2.1 CHILD LABOR BAN

We reject any kind of child labor. Our suppliers undertake not to use or tolerate child labor in any way. The definition of child labor is based on the standards of the International Labor Organization (ILO) and the legal standards of the respective countries. Local legal norms can prescribe higher legal minimum age for workers or longer school duties. Exceptions apply due to local legislation for activities related to educational institutions.

2.2 BAN ON FORCED LABOR

No forced labor, slave labor or comparable work may be used. All work must be voluntary and employees must not be subjected to arbitrary practices that involve the retention of personal property, passports, wages, training certificates, work or other documents. Trafficking in human beings is strictly prohibited.

2.3 FREEDOM OF ASSOCIATION

In accordance with local law, our suppliers must respect the right of employees to freely associate, form and join unions, appoint workers' representatives and set up a works council. Employees who exercise these rights must not be disadvantaged so that they can perform their duties as employee representatives without fear of repression or discrimination.

2.4 WORKING HOURS AND REMUNERATION

Our suppliers must comply with the applicable statutory and ILO standards. Comply with the prescribed regulations on working hours. Remuneration must be paid to employees regularly, punctually and in full in accordance with the applicable laws and must be in accordance with national remuneration laws, such as Minimum wage regulations. The remuneration and other benefits are intended to enable employees and their families to have an adequate standard of living.

Suppliers are expected to offer their employees fair and competitive remuneration and other benefits, and to work for the same wages and work of equal value. It is recommended that the suppliers offer their employees adequate further training opportunities.

2.5 NON-DISCRIMINATION

The equal treatment of all employees must be an essential principle of our suppliers' corporate policy. Discriminatory behavior refers to irrelevant personal characteristics such as age, disability, physical characteristics, race, ethnic or national origin, marital status, gender, pregnancy, sexual orientation, religion or belief, political affiliation, union membership or another illegal criterion. Suppliers must ensure that their employees are not disadvantaged in any way for the reasons mentioned or similar.

2.6 FAIR TREATMENT

Suppliers must treat their employees fairly, free from sexual harassment, sexual abuse, physical punishment or torture, mental or physical coercion or verbal abuse, and without the threat of such treatment. Furthermore, it is expected that the suppliers will not terminate employment contracts for no reason and that they will not legally declare the termination of an employment contract due to the performance of an employee without providing sufficient evidence.

Employees can freely decide when they want to give up their work at the employer, observing the statutory or contractual notice period. They are paid on time and in full for the work they do before they leave the company in accordance with the applicable laws.

2.7 HEALTH AND SAFETY AT WORK

Physically demanding activities and conditions at the workplace, as well as risks that arise from the use of the infrastructure available at the workplace, must be organized in such a way that employees are protected from dangers at all times. Our suppliers must ensure adequate controls, safe workflows, proper maintenance and the necessary technical protective measures to reduce health and safety risks at the workplace and to prevent accidents and occupational diseases. Safety information about identified risks in the workplace must be made available to employees. Appropriate training courses on occupational safety must be carried out. In addition, our suppliers must provide their employees with suitable protective clothing should this be necessary.

The minimum requirements for a safe and healthy working environment include the provision of drinking water, adequate lighting, adequate room temperature, good ventilation, sanitary facilities and possibly also secure company accommodation. Measures for safe transportation must be observed and hazards associated with transportation for people and the environment must be avoided.

2.8 COMPLAINT MECHANISMS

Suppliers must promote and set up communication channels for their employees, through which they can lodge complaints or report possible illegal behavior without fear of repression, intimidation or harassment. Every message should be treated confidentially. Suppliers must conduct investigations based on the reports and take action if necessary. The supplier must notify the LPL Group of legal actions,

administrative inquiries, or criminal prosecutions that could affect your work for the LPL Group or damage the supplier's own or the reputation of the LPL Group.

3 ECOLOGICAL RESPONSIBILITY

We expect our Suppliers to behave responsibly with respect to protecting the environment and conserving limited natural resources, and to fully comply with environmental laws. We encourage our Suppliers to support us in possible further environmental protection measures beyond the scope of the legal regulations and to submit suggestions for more environmentally friendly products or production processes as well as for works and services. This includes the following aspects:

3.1 EMISSIONS

General emissions from operational processes (air and noise emissions) as well as greenhouse gas emissions must be typified, routinely monitored, checked and treated if necessary before they are released. The supplier also has the task of monitoring his exhaust gas cleaning systems and is required to find economical solutions to minimize any emissions.

3.2 WASTE

The supplier follows a systematic approach to identify, handle, reduce, and responsibly dispose of or recycle solid waste. Substances that pose a danger when released into the environment must be identified and handled in such a way that safety is guaranteed when handling these substances, during transport, storage, use, recycling or reuse, and during their disposal. Local waste separation systems are to be used.

3.3 RESOURCES

We expect our Suppliers to handle the available natural resources in such a way that the next generations will not have to suffer from the current consumption. We expect our Suppliers to consistently pursue the principle of sustainability and to act in an environmentally conscious manner. Especially the use of nonrenewable resources is to be continuously reduced in favor of renewable resources.

3.4 CLIMATE PROTECTION

The use and consumption of resources during production and the generation of waste of all kinds, including water and energy, must be reduced or avoided. This is done either directly at the point of origin or through processes and measures, e.g. by changing processes in the company, by using alternative materials, by savings, by recycling or by reusing materials.

3.5 ENERGY CONSUMPTION

Energy consumption must be monitored and economical solutions can be found to improve energy efficiency and minimize energy consumption. We expect our Suppliers to work continuously on reducing their energy consumption and to use CO₂ - neutral energies and renewable energies (including but not limited to wind energy and/or solar energy) to the greatest possible extent.

4 ETHICAL BEHAVIOR

In order to assume social responsibility, our suppliers have to act ethically and with integrity. The ethical requirements include the following:

4.1 FAIR COMPETITION

The practices of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws are to be applied, which in particular prohibit agreements and other activities that affect prices or conditions when dealing with competitors.

4.2 CONFIDENTIALITY / DATA PROTECTION

Our suppliers undertake to meet the reasonable expectations of their clients, suppliers, customers, consumers and employees regarding the protection of private information. The suppliers must observe the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and forwarding personal information. In particular, the General Data Protection Regulation in connection with its respective implementation in the respective member states of the European Union (in Germany the Federal Data Protection Act) must be strictly observed.

4.3 INTELLECTUAL PROPERTY

Intellectual property rights must be respected. Technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

4.4 INTEGRITY

The highest standards of integrity must be applied to all business activities. Our suppliers must follow a zero tolerance policy for all forms of bribery, corruption, extortion and embezzlement. Procedures to monitor and enforce standards must be used to ensure compliance with anti-corruption laws.

4.5 CONFLICTS OF INTEREST

Suppliers must inform the LPL Group of any situation that could lead to a conflict of interest, e.g. B. if employees of the LPL Group enjoy professional, private and / or financial advantages or hold shares in a company of the supplier

5 IMPLEMENTATION OF THE REQUIREMENTS

We expect our suppliers to identify risks within these requirements and to take appropriate measures. In the event of suspected violations, the suppliers will promptly and regularly inform the LPL Group of the identified violations and risks as well as the measures taken.

The LPL Group uses a self-assessment questionnaire to regularly check compliance with the standards and regulations contained in this document as part of the supplier assessment.

6 CONTRACTUAL IMPACT

By entering into business relationships with the LPL Group, the suppliers undertake to act responsibly and to adhere to the principles and requirements listed. The supplier undertakes to communicate the content of this code to its employees and subcontractors and to take all necessary precautions for the implementation of the requirements.

If a violation of the regulations of this Code of Conduct for Suppliers is found, the LPL Group will notify the respective supplier in writing and give it a reasonable grace period to bring its behavior into line with these regulations.

If such a violation occurred intentionally or through gross negligence and a continuation of the contract until the ordinary termination is unreasonable for the LPL Group, the contract can be terminated without notice. Otherwise, the contract can be terminated after an unsuccessful deadline. A statutory right to extraordinary termination without setting a grace period remains unaffected, as does the right to compensation.

7 GRIEVANCE MECHANISM

The basic contact persons for our Suppliers or their employees shall be the already known business contacts.

In addition, Suppliers or employees of Suppliers as well as downstream suppliers and their employees as well as other persons concerned may contact the Compliance Hotline at tell-us@lplogistics.com in order to point out violations of the law or other circumstances by which people, the environment, LPL Group or one of its Group companies are harmed, unjustly disadvantaged or natural resources are unlawfully impaired in connection with the economic activities of LPL Group or one of its Suppliers.

8 NOTICE OF THE CODE OF CONDUCT

By signing this code of conduct for suppliers, the supplier takes note of the content of this code and undertakes all possible actions and measures to comply with these regulations.

Place and date

Stamp and signature