

Code of Conduct for Suppliers of LINK GmbH

LINK GmbH is committed to ecologically and socially responsible corporate governance. We expect the same behavior from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behavior to integrate them into the corporate culture. Furthermore, we strive to continuously optimize our business activities and our products in terms of sustainability and call on our suppliers to contribute to this in the sense of a holistic approach.

The following provisions shall apply as the basis for all future deliveries. It shall be a part of the Terms and Conditions of Purchase of LINK GmbH and automatically become valid upon acceptance of the order. A violation of this Code of Conduct may be caused and a reason for LINK to terminate the business relationship, including all associated supply contracts.

The supplier must therefore ensure that these binding rules have already been implemented or will be implemented in a timely manner. If it would be against any applicable laws or regulations by complying with the Code of Conduct, the supplier shall inform LINK immediately and explain how it intends to resolve the dispute while still respecting the Supplier Code of Conduct as much as possible in terms of its letter and meaning.

The Code of Conduct 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 Corporate Conduct, the United Nations Guidelines on Business and Human Rights.

1. HUMAN RIGHTS

In accordance with the above statements, LINK expects its suppliers always adhere to the following business practices without any exceptions:

- Respect for the dignity, privacy and rights of each individual
- No hiring or employment against an individual's will
- No toleration of sexist, coercive, threatening, offensive or exploitative behavior, including gestures, remarks and physical contact

2. FAIR WORKING CONDITIONS AND CHILD LABOUR

LINK expects its business partners to ensure fair working conditions for all employees and managers, including part-time workers as well as temporary workers such as short-term laborers. Suppliers must therefore meet the following requirements:

- The supplier shall provide a working environment free from discrimination, harassment, intimidation or coercion relating directly or indirectly to an employee's age, gender, colour, nationality, social or ethnic origin, language, sexual orientation, political opinion, marital status, religion, health status or disability.
- The supplier shall comply with these requirements in all aspects of employment (e.g., recruitment, promotion, and compensation).
- The supplier respects the right of its employees to assembly and collective bargaining. This means that the supplier's employees are free to join or not to join any trade union or association, or to form any trade union or federation in order to organize themselves collectively and individually and to negotiate salaries within the framework of applicable laws and regulations.

- The supplier shall pay its employees fairly and refrains from offering unreasonably low wages ("wage dumping"), as such exploitative behavior violates LINK's principles. Salaries must be paid regularly. Salaries must be marketable and in line with applicable national minimum wages. Employees must be provided with all the benefits required by law. Wage deductions as punitive measures are not permitted.

We expect our suppliers to comply with applicable law and mandatory industry standards regarding regular working hours and overtime, including breaks.

The supplier shall not force, compulsory (including debt bondage) or enslave their employees to work and shall not hire involuntary employees to work or exploitative prison labor; Slavery and human trafficking are not permitted.

The free movement of employees must not be unduly restricted. The supplier may not store, destroy, conceal, confiscate or withdraw the personal documents (originals) of employees such as passports, work visas/permits, proof of nationality, etc., unless required by law. Employees must be free to leave work or terminate employment at any time without incurring a penalty if a reasonable period of notice as set out in the employee's employment contract has been observed. Employees migrating for work purposes must not be required to pay recruitment fees for employment or other related fees, as this could lead to a debt bondage relationship. Should the supplier find victims of trafficking in human beings in its system, they must be given adequate access to redress.

The supplier does not tolerate child labor in its operating environment, unless this is done in accordance with all applicable laws and regulations regarding minimum employment age. The supplier adheres to the principles of the UN Global Compact and the ILO Minimum Age Convention No. 138. Accordingly, the age should not be less than the age at which compulsory schooling ends and in any case not less than 15 years. If children are found at work, the supplier must document the measures to be taken to remedy the situation and enable the children to attend school. If a higher minimum age applies in a country, this must be observed.

3. HEALTH AND SAFETY AT WORK

The supplier shall ensure a safety and healthy working environment for all its employees. The supplier shall take measures to prevent violence and harassment in the workplace, as well as accidents on the construction site, in factories and at all other workplaces. Employees who report harassment do not have to fear retaliation or reprisals, and unsafety or dangerous working conditions are promptly eliminated. To this end, hazards and impacts of activities, products and services are evaluated and appropriated measures are taken to eliminate risks and their effects and to avoid or prevent damage to health.

4. RESPONSIBILITY FOR THE ENVIRONMENT

The supplier is committed to environmental protection and conducts its business with respect for the environment.

4.1 Handling of hazardous substances and restrictions

If the supplier uses hazardous substances, it shall comply with all applicable laws and regulations that prohibit or restrict the using and handling of certain substances (e.g. toxic gases such as chlorine). In order to ensure safety handling, transport, storage, recycling, reuse and disposal, the supplier must identify potential hazardous substances and ensure that they are handled correctly in compliance with applicable labelling laws and regulations regarding recycling and disposal.

4.2 Conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the company establishes processes in accordance with the Organization for Economic Cooperation and Development (OECD) guiding principles for fulfilling due diligence to promote responsible supply chains for minerals from conflict-affected and high-risk areas and expects its supplier to do the same. Smelters and refineries without adequate, audited due diligence processes should be avoided.

4.3 Waste disposal

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

The supplier is obliged to treat and dispose of non-hazardous waste generated in the course of operational processes in accordance with applicable laws and regulations. The supplier ensures the lowest possible environmental impact and works continuously to improve its environmental protection.

5. BUSINESS ETHICS

5.1 Honesty and good faith

We expect our suppliers to behave honestly and in good faith in all aspects of internal and external business operations in all commercial transactions with LINK, as well as with their own suppliers, contractors and employees.

The supplier shall conduct its activities ethically in accordance with all applicable laws, rules and regulations. In particular, the supplier undertakes:

- To refrain from any form of extortion and bribery.
- To comply with antitrust and other competition laws and, for example, not to participate in price or bid fixing.
- To disclose LINK information on potential conflicts of interest as well as financial interests of LINK employees in the supplier's business.

5.2 Grants

All direct or indirect illegal donations to third parties, whether employees of public authorities or in the private sector, are prohibited. Conversely, the same applies to the acceptance of such benefits. Facilitation payments are prohibited, as is offering or accepting gifts in the form of cash or cash values. We expect our suppliers to comply with all international anti-bribery and anti-corruption standards.

5.3 Confidentiality

The supplier and its suppliers and contractors shall protect all confidential information received from LINK and its respective business partners. Personal data must be protected against misuse at all times. All applicable laws and regulations regarding data protection must be complied with.

6. COMPLIANCE WITH APPLICABLE LAWS, RULES AND REGULATIONS

LINK's suppliers must comply with all applicable laws, rules and regulations. This includes laws, rules and regulations that apply to the supplier's location. However, depending on the nature of the transaction between the supplier and an affiliate of LINK, this may also refer to the laws, rules and regulations at the affiliate's location.

7. IMPLEMENTATION AND COMPLIANCE

LINK expects its suppliers to monitor compliance with the Supplier Code of Conduct, the current version of which is available online on LINK's corporate website. In the event of a serious breach of this Code of Conduct by the supplier, LINK will review its agreement with the supplier. LINK reserves the right to terminate the business relationship with a supplier who is not willing to comply with this Code of Conduct.

With regard of supply chains, we expect our suppliers to identify risks within them and to take appropriate measures. In the event of a suspicion of violations and to secure supply chains with increased risks, the supplier will inform the company promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken.