

Supplier code of conduct



Scope

When selecting suppliers, the LSG Group concentrates on total costs, quality, environmental awareness and compliance with the requirements of this Code of Conduct.

In the long term, we cooperate only with suppliers who place as much value on sustainability as we do. The LSG Group's commitment is to conduct its business activities in compliance with applicable laws and regulations and guided by integrity. This Code of Conduct establishes certain minimum standards. The LSG Group has a "zero-tolerance" policy when it comes to unethical business behavior, such as corruption, bribery and forced labor.

We expect that our suppliers, including their employees, agents and subcontractors respect and adhere to the standards of this Code of Conduct when conducting business with, for or in relation with the LSG Group. It is the suppliers' responsibility to train its employees, agents and subcontractors accordingly.

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Imprint

AURELIUS IV GER AcquiCo Three GmbH, Dornhofstraße 38, 63263 Neu-Isenburg, Germany

Legal Compliance

We consider legal compliance to be one of our primary duties. As part of our corporate responsibility, we also expect a similar behavior from our suppliers. Among other requirements, fair competition is indispensable for us.

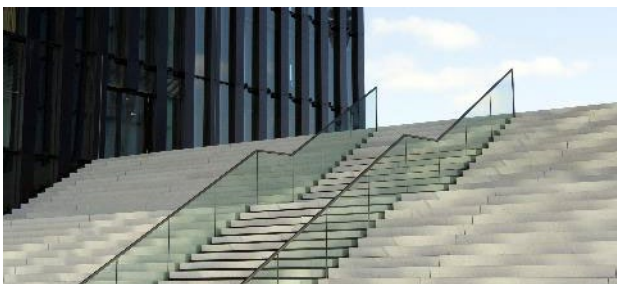


Data Protection and Confidential Information

The LSG Group expects suppliers to comply with data protection laws applicable to the contracting entity of the LSG Group, our privacy policies, and any contractual obligations, such as adequate data protection measures. In particular, we expect technical infrastructure and applications to have data protection by design and data protection by default implemented. Furthermore, the supplier shall protect all confidential information provided by LSG Group and our respective business partners.

Responsible Sourcing

For the LSG Group it is important to determine the use, source and origin of "Responsible Material Sourcing" in our supply chain. We work closely with our direct suppliers to avoid the use of raw materials that directly or indirectly finances armed groups or violates human rights.



Drive Innovation

The LSG Group prefers to work with business partners who strive for innovative products, processes and services.

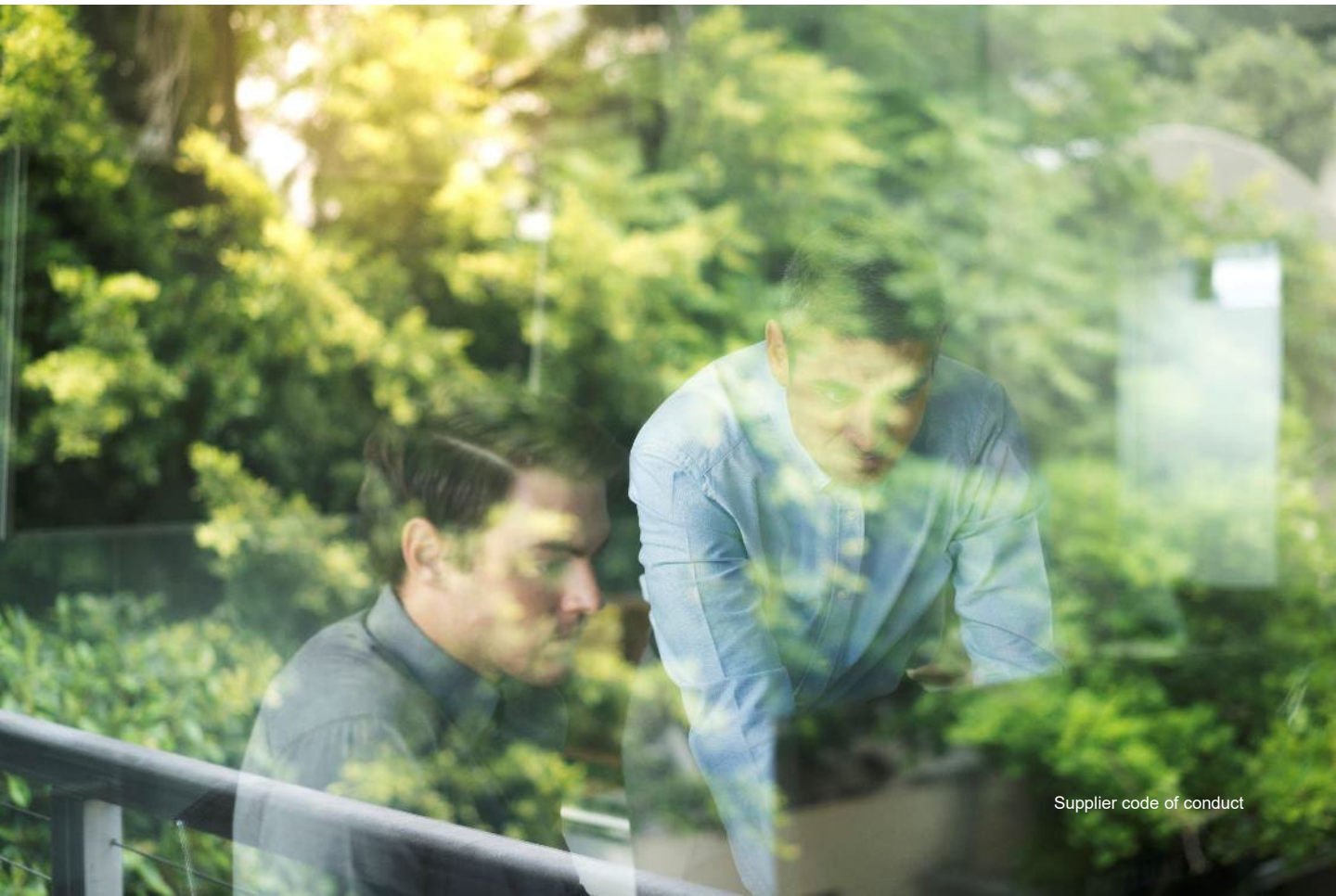
Corporate Responsibility

We expect that our suppliers abide by the principles of the UN Global Compact and the fundamental principles of the International Labour Organisation (ILO).

To this end, the supplier

- supports and respects the protection of internationally-proclaimed human rights in its own area of influence; ensures that it is not complicit in human rights abuses;
- upholds freedom of association and the effective recognition of the right to collective bargaining;
- is opposed to any form of forced and compulsory labour;
- is opposed to child labour;
- upholds the elimination of discrimination in respect of employment and occupation;
- supports a precautionary approach to environmental challenges;
- supports initiatives to promote greater environmental responsibility;
- encourages the development and diffusion of environmentally friendly technologies;
- is opposed to corruption in all its forms, including extortion and bribery.

The LSG Group prefers to cooperate with such suppliers who make and demonstrate an active contribution to sustainability and environmental/climate protection. The supplier shall continuously strive towards improving the efficiency and sustainability of its business activities, shall operate with care for the environment, and shall ensure compliance with all applicable laws and regulations in the country where products or services are manufactured or delivered.



Unfair Advantage

The LSG Group conducts its business in an ethical manner and expects the same from its suppliers. In particular, the supplier must never, either directly or through intermediaries, offer or promise any personal or improper advantage in order to obtain or retain a business or other advantage from a third party, whether a public or private agent, whether the activity is related to the LSG Group or a third party. Nor shall the supplier accept any such advantage in return for any preferential treatment from a third party.



Audit and Corrective Actions

In order to ensure and demonstrate compliance with this Code of Conduct, the supplier shall keep record of all respective documentation, and provide LSG Group supporting documentation upon request. To verify suppliers' compliance, the LSG Group expects that the supplier support the right to audit and inspect the supplier's operations and facilities. If the results of such an audit or inspection cause the LSG Group to be of the opinion that the supplier does not comply with this Supplier Code of Conduct, the LSG Group expect that the supplier shall take necessary corrective actions in a timely manner. In the event that the expectations of this Supplier Code of Conduct are not met, the business relationship may be reviewed and corrective action will be taken which could lead ultimately to the termination of the business relationship.

Conformity with our Principles

In the context of our business relationship, if a supplier or its employees believe that the principles of this Code of Conduct are not adhered to, or that the LSG Group is not acting in accordance with its own Code of Conduct, a complaint process via an external Ombudsman is accessible.

