

CODE OF CONDUCT

Line Tech AG is guided by its own values, mission, vision, and guiding principles in its collaboration with customers and partners. These also serve as the foundation for the procurement of all goods and services.

1. Working Conditions

Suppliers comply with all applicable laws, regulations, and industry standards as well as the core labor standards of the International Labour Organization (ILO) or collective and standard employment contracts (where applicable). In the event of differing requirements, those that provide better protection for employees must be followed.

2. Prohibition of Exploitative Child Labor

In accordance with ILO Conventions 138 and 182, suppliers refrain from any form of exploitative child labor as well as working conditions resembling slavery or harmful to children's health. When employing young workers, suppliers must demonstrate that such work does not expose them to excessive risks that could impair their physical, mental, or emotional development.

3. Prohibition of Forced Labor, Coercion, and Harassment

In accordance with ILO Conventions 29 and 105, suppliers refrain from any use or support of forced or compulsory labor, debt bondage, indentured labor, or involuntary prison labor. Employment is voluntary. Employees must not be subjected to inhumane or degrading treatment, corporal punishment, psychological, physical, or verbal coercion, threats, and/or harassment.

4. Safety and Health

Suppliers must provide safe and healthy workplaces, minimize risks in the design of work processes, and ensure that protective devices and personal protective equipment are used in high-risk workplaces. All employees must have free access to clean drinking water and sanitary facilities. Adequate lighting and ventilation must also be ensured. Suppliers are required to take all statutory and industry-standard precautions for emergencies, including appropriate fire protection systems, evacuation procedures, and medical emergency care. All employees must be regularly trained on workplace safety and health.

5. Customs, Trade, and Taxes

Suppliers comply with all national and international customs, trade, and export/import control regulations and are obligated to adhere to the (tax) laws of the countries in which they operate.

6. Environment

Suppliers comply with all applicable environmental laws, regulations, and industry standards. In the event of differing requirements, those providing better environmental protection must be followed.

7. Hazardous Substances

Suppliers minimize the use of hazardous substances, chemicals, and materials. Where such substances are used, safe handling and disposal must be ensured. Employees must be informed about safety practices in handling these substances and regularly trained.

8. Resource and Energy Consumption

Suppliers minimize their negative impact on natural resources. Whenever possible, suppliers take measures to reduce resource consumption.

9. Self-Declaration

Suppliers who wish to become part of the regular supplier base of Line Tech AG must sign a declaration of conformity regarding compliance with the REACH Regulation (EC) 1907/2006 as well as a declaration of conformity regarding compliance with the EU Directive 2011/65/EU RoHS. Furthermore, suppliers must confirm compliance with the Dodd-Frank Act and that no conflict minerals are used.

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10. Duty to Inform

If suppliers become aware that this Code of Conduct or parts thereof are not (or no longer) being complied with by their contractors, suppliers, subcontractors, auxiliary persons, or the like, they must immediately and fully inform Line Tech AG. In the case of non-compliance, Line Tech AG may suspend contracts until deficiencies are remedied or, in particularly serious cases, terminate cooperation with immediate effect.

11. Management Systems

Line Tech AG recommends that its suppliers implement appropriate management and quality systems to support compliance with this Supplier Code of Conduct. For example:

ISO 9001 (Quality)

ISO 14001 (Environment)

ISO 45001 or OHSAS 18001 (Occupational Health and Safety)

12. Data Protection

When processing personal data, suppliers guarantee an appropriate level of data protection and comply with the data protection laws of all countries in which they operate.