

Ledermann GmbH & Co. KG (“LEUCO”)

Since its foundation, LEUCO has been committed to social responsibility in open and fair world trade and is committed to adhering to corresponding principles.

We reserve the right to revise and amend the provisions and requirements of this Code of Conduct.

1. Scope

This Code of Conduct applies to all LEUCO subsidiaries and production sites.

2. Laws, standards, and ethical conduct

LEUCO complies with the applicable laws and standards. We are guided by universally accepted ethical values and principles, in particular honesty, integrity, and human dignity.

3. Bribery, corruptibility, and corruption.

LEUCO rejects bribery and corruption and does not tolerate this behaviour.

4. Fair competition

LEUCO promotes fair competition and acts in accordance with national and international competition and cartel laws. Third party Intellectual property rights are respected and accepted.

5. Human rights

Internationally recognised human rights are explicitly respected.

6. Child labour

Child labour and any kind of exploitation of children and young people is strongly rejected. We comply with all relevant laws.

7. Forced Labour

Any form of forced labour, human trafficking, and any kind of exploitation in our business activities is strictly rejected

8. Working conditions

The remuneration and working hours of employees corresponds to the regulations (legal or tariff agreement) in force in the countries concerned. This includes regulations on minimum wages, overtime and maximum working hours

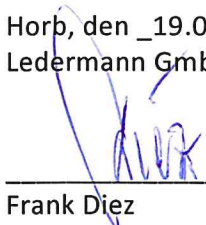
9. Health and safety

The national and international regulations for ensuring health and safety at work are ensured.


10. Environmental protection

LEUCO complies with legal environmental regulations. We actively protect the environment, ensuring that environmental pollution is avoided or reduced to a minimum. We work together with qualified waste management companies regarding waste and sewage disposal and recycling.

Horb, den 19.09.2023
Ledermann GmbH & Co. KG



Frank Diez
CEO



Daniel Schrenk
Managing Director