

## LEINE LINDE'S ETHICAL GUIDELINES – Code of conduct

Leine Linde is one of Europe's leading manufacturers of robust encoders, sensors and electronics systems for industrial applications. The products are mainly used for position or motor feedback and are known for its robustness, performance and reliability. The company was founded 1967 and has an active presence through local offices and sales team on all of the worlds continents.

As part of Leine Linde's active work with suppliers and partners create a long-term sustainable business - not just for the businesses themselves and its customers, but also for society - the following ethical guidelines have been developed. Leine Linde and its partners are expected to respect and follow these ethical guidelines utmost to achieve these minimum requirements within its own operations as well as in its own supply chain.



## WORK ETHICS

Leine Linde and its partners are expected to respect their employees and their rights, offer good working conditions where everyone is treated equally.

This work ethic means the following:

- Basic human rights must be known, respected and applied equally for all employees. It does not matter if the employees are permanent or temporary employees.
- No discrimination based on nationality, skin colour, pregnancy, religion, caste, ethnicity, gender, age, marital status, sexual orientation, illness, disability, or trade union or political affiliation may take place during recruitment, remuneration, promotion, assignment of work tasks, skills development or termination of employment.
- No form of harassment, abuse or intimidation may occur in the company. Harassment refers to when an employee is subjected to severe or inhuman treatment, including sexual harassment or any form of mental or physical punishment.
- Child labour must not take place. All employees must be at least 15 (or 14 for simpler work or in apprenticeship programmes if the national legislation permits this) and the employment must be consistent with the ILO conventions 138 and 182.
- Forced labour, wage slavery or other involuntary work must not occur. All work must be voluntary and the employee must be entitled to terminate their employment after a reasonable period of notice.
- All employees have the right to freedom of association and to take part in collective bargaining without the risk of retaliation, intimidation or harassment.
- All employees must be paid at least the statutory minimum salary, customary industry salary or salary according to collective agreements. No unlawful deductions may be made from the salary.
- A healthy and safe work environment must be guaranteed for all employees.



## BUSINESS ETHICS

Employees at Leine Linde or its partners must not tolerate, permit or participate in bribery, corruption and/or other unethical business methods. Gifts and other benefits must not exceed international and national legislation and accepted customary business practices and customs.

The supplier is expected to promote and support fair competition and an open market.



## SOCIAL ETHICS

### **Minimal environmental impact**

Leine Linde and its partners must operate its company with consideration for the environment and actively work to reduce emissions to the air, ground and water and streamline its use of resources in order to reduce the total environmental impact from the company and the products from a lifecycle perspective.

### **Precautionary principle**

Leine Linde and its partners are expected to support the precautionary principle with regard to environmental risks – caution must always be observed with all substances and processes related to the company that could be harmful to the environment and humans.

## COMPLIANCE

The supplier is expected to respect the Code of conduct and actively do its utmost to comply with it in its own company and its own supply chain. Compliance of this code of conduct is primarily based on trust, but Leine Linde reserves the right to carry out inspections or audits on site with the supplier and its subcontractors and to repeatedly request the submission of information or data on the supplier and subcontractor's company linked to the requirements in this code of conduct.

If the supplier deviate from this code of conduct and not take appropriate preventive actions, the supplier will risk losing its present and future business with Leine Linde.

Respect for this Code of conduct is an absolute demand for all employees at Leine Linde.



**Issued by:** Leine & Linde AB  
**Edition:** 2

A stylized signature in blue ink, likely belonging to Per Andréason, the CEO of Leine &amp; Linde AB.

**Approved by:** Per Andréason  
CEO, Leine & Linde AB  
**Date:** Strängnäs, 2023-09-29