

CODE OF CONDUCT

Supplier



LEINE LINDE

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Introduction

At Leine Linde, we work with a long-term commitment to sustainable development and strive to contribute to responsible business practices and a sustainable society. As a supplier to Leine Linde, it is essential that business operations are conducted with the same high standards of quality, responsibility and integrity..

As part of Leine Linde's active collaboration with suppliers and partners to ensure a sustainable business and value chain, these ethical guidelines have been established. Our suppliers and partners are expected to respect and comply with these ethical guidelines and to ensure that they are upheld within their own operations as well as throughout their supply chains..

Purpose

The purpose of this Code of Conduct is to ensure that all suppliers to Leine Linde conduct their business in a lawful, ethical, responsible and sustainable manner. The Code applies to all suppliers and their subcontractors.

The supplier undertakes to comply with this Code of Conduct, as well as with all applicable laws and regulations in the countries where it operates.

Human and labour rights

The supplier shall respect and protect the rights of its employees and provide good working conditions:

- **Human rights:** Human rights must be respected and applied equally to all employees, regardless of their type of employment.
- **Non-discrimination:** No discrimination shall be tolerated on the grounds of, for example, gender, age, ethnicity, religion, disability or sexual orientation.
- **Harassment and abuse:** Harassment, abuse or any other form of inappropriate conduct shall not be tolerated.
- **Child labour:** Child labour is strictly prohibited. The minimum working age must comply with ILO Conventions 138 and 182, as well as applicable national legislation.
- **Forced labour:** Forced labour shall not occur. All work must be undertaken voluntarily.
- **Freedom of association:** Employees shall have the right to organise and to participate in collective bargaining.
- **Wages and conditions:** Wages and employment conditions shall, at a minimum, comply with statutory minimum wage requirements, industry standards or applicable collective agreements.
- **Working environment:** The working environment shall be safe and promote health and wellbeing.





Environment and sustainability

The supplier shall work systematically to reduce its environmental impact by continuously improving its processes and ways of working. This includes:

- Minimising emissions to air, land and water, and using resources efficiently and responsibly.
- Taking responsibility for the environmental impact of its products from a life-cycle perspective, from raw materials and production to use and waste management.
- Implementing preventive measures to identify, assess and minimise environmental and health risks within its operations.
- Complying with all applicable environmental laws, regulations and permit requirements in the countries where it operates. Suppliers are also expected to ensure that their subcontractors work in accordance with these principles.
- Chemicals and processes shall be managed in a safe and responsible manner, in accordance with applicable legislation and established safety procedures, in order to protect both people and the environment.



Business ethics

Anti-bribery and corruption, including gifts and hospitality

The supplier shall conduct its business with a high level of integrity. This means that:

- Bribery, corruption and any other unethical business practices are strictly prohibited and must not occur under any circumstances.
- Gifts and other benefits may only be offered or accepted if they comply with applicable laws and recognised standards of good business practice.
- The supplier shall promote fair competition and always comply with applicable competition laws in the markets where it operates.

Information security and confidentiality

The supplier shall protect Leine Linde's information, assets, systems and business-related data against unauthorised access, loss, alteration, destruction or disclosure.

The supplier shall:

- Treat information received from Leine Linde as confidential and use it only for its intended purpose
- Ensure that employees, consultants and other individuals with access to such information are bound by appropriate confidentiality obligations.
- Restrict access to information in accordance with the principle of least privilege.
- Implement appropriate technical and organisational security measures to protect information during storage, processing and transmission.
- Ensure that subcontractors with access to Leine Linde's information are subject to equivalent requirements
- Return or securely delete Leine Linde's information when it is no longer required or upon termination of the agreement.
- Comply with all applicable legislation and contractual requirements relating to information security, data protection and privacy. informationssäkerhet, dataskydd och integritet.





Data protection

The supplier shall comply with applicable data protection legislation (including the GDPR) and shall:

- Process personal data only in accordance with the customer's instructions.
- Protect personal data through appropriate technical and organisational measures.
- Restrict access to authorised personnel who are bound by confidentiality obligations.
- Report personal data breaches without delay.
- Ensure that subcontractors comply with the same requirements.

IT and cyber security

The supplier shall maintain a high level of information security and shall:

- Protect systems and data against unauthorised access and cyber threats.
- Keep systems up to date and address identified vulnerabilities in a timely manner.
- Use strong authentication and access control.
- Monitor, log and manage security incidents.
- Report any incidents that may affect the customer without undue delay.

Compliance

The supplier is expected to respect this Code of Conduct and to make every reasonable effort to comply with it within its own organisation and throughout its supply chain.

Monitoring and follow-up

Compliance with this Code of Conduct is primarily based on trust. However, Leine Linde reserves the right to carry out on-site inspections or audits of the supplier and its sub-contractors, and to request information or data relating to the supplier's and subcontractors' operations on a recurring basis in order to verify compliance with the requirements set out in this Code of Conduct.

Consequences

If a supplier fails to comply with this Code of Conduct and does not take appropriate corrective actions, the supplier may risk losing existing and future business with Leine Linde.



Supplier approval

I/We, the undersigned authorised representative(s) of the supplier, hereby certify, on behalf of the supplier and its subsidiaries, that the supplier and its subsidiaries accept and comply with Leine Linde's Supplier Code of Conduct.

Full company name.....

Place

Date.....

Name

Position.....

Signature.....

Leine Linde is a leading manufacturer of robust encoders, sensors and electronic systems for industrial applications in demanding environments.

Its products are primarily used for measuring speed and position and are renowned for their robustness, performance and reliability. The company was founded in 1967 and maintains an active global presence through local offices and sales teams on every continent. Its headquarters and production facilities are located in Strängnäs, Sweden. Since 1992, Leine Linde has been a member of the HEIDENHAIN Corporate Group.

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