

Code of Conduct for Suppliers / Business Partners

As of March 2025

1. Our social responsibility as a company

Respect for freedom and human rights is a fundamental principle of ID-Lindner's business activities. It forms the framework for our business activities and is a prerequisite for our success. ID-Lindner is committed to the principle of sustainability. This includes the responsible—i.e., efficient and effective—and sustainable use of available resources, both today and in the future. ID-Lindner is committed to the ten principles of the United Nations in the areas of human rights, labor, the environment, and anti-corruption.

ID-Lindner is committed to honesty and integrity in all business dealings with employees, customers, suppliers, competitors, and other stakeholders. ID-Lindner is aware that legal and cultural requirements vary in a global market. ID-Lindner expects all business partners to act with the same fairness, honesty, and responsibility in all aspects of their business and to be committed to corporate social responsibility.

This Code of Conduct for Business Partners highlights important standards that are consistent with ID-Lindner's values and which we expect our business partners, including our suppliers and distribution partners, to adhere to and strictly comply with.

2. Compliance with laws, rules, and regulations

The business partner shall comply with all applicable laws, rules, and regulations in the countries in which it operates and shall take appropriate measures to ensure compliance with these laws, rules, and legal requirements.

Combating slavery and human trafficking

The business partner shall comply with all applicable laws, regulations, and legal provisions prohibiting slavery and human trafficking, both within its own company and in its supply chain.

Compliance with antitrust laws

The business partner shall strictly comply with all applicable antitrust laws, trade practices laws, and all other competition laws, rules, and regulations dealing with, for example, monopolies, unfair competition, and trade restrictions, as well as relationships with competitors and customers. The business partner will not enter into agreements with competitors or engage in other actions that could unfairly influence competition, including price fixing or other agreements, e.g., for the purpose of market sharing.

Combating corruption

ID-Lindner does not tolerate any form of corruption. Therefore, the business partner will comply with applicable laws and regulations on bribery and anti-corruption, including those relating to potentially corrupt practices in other countries. The business partner shall not engage in or tolerate any form of corruption, bribery, theft, embezzlement, or extortion, or the use of illegal payments, including payments or other benefits granted to an individual, company, or administrative/government employee with the aim of influencing the decision-making process in violation of applicable laws. In particular, the business partner may not offer or accept any illegal benefits or illegal favors such as bribes, kickbacks, or other illegal benefits, or , including inappropriate

gifts and inappropriate hospitality from ID Lindner employees in exchange for business opportunities.

Conflict Minerals

The business partner is aware of the applicable legal requirements regarding "conflict minerals," including tin, tantalum, tungsten, their ores, and gold from conflict areas, and must ensure compliance with these laws. In addition, the business partner will use its best efforts to avoid using raw materials in its products that directly or indirectly finance armed groups that violate human rights.

Export and Import Regulations

The business partner shall comply with all applicable import and export control laws, including sanctions, embargoes, and other laws, regulations, government orders, and guidelines that control the transfer or shipment of goods, technology, and payments.

Prevention of money laundering

At ID-Lindner, we expect our business partners to comply with all applicable anti-money laundering laws and not to engage in money laundering activities.

3. Conflict of interest

Employees are expected to act in the best interests of their company. Private interests and personal considerations must not influence business decisions. Both ID-Lindner and its business partners will avoid any activities or situations that could lead to a conflict between the private interests of an ID-Lindner employee or business partner and the business interests of ID-Lindner. A business partner who becomes aware of a conflict of interest will inform ID-Lindner immediately.

4. Respect for human rights, anti-discrimination, and empowerment of women

ID-Lindner respects human rights and actively promotes their observance. We adhere to the United Nations Universal Declaration of Human Rights, which also requires economic actors and companies to contribute to the observance of these rights. The business partner shall treat all persons with respect and fairness and observe fundamental human rights as set out, for example, in the United Nations Universal Declaration of Human Rights, including the prohibition of forced or child labor and the provision of adequate wages, social benefits, working hours, freedom of association, and other fair working conditions in accordance with applicable laws.

The business partner will maintain an environment free from retaliation, discrimination, and harassment based on gender, age, race, color, ethnicity, culture or national origin, citizenship, religion or religious belief, physical or mental disability, veteran status, sexual orientation, or other characteristics protected by applicable law.

ID-Lindner supports the UN Women's Empowerment Principles and believes that empowering women to participate fully in the economy in all sectors is essential to building stronger economies, achieving internationally agreed development and sustainability goals, and improving the quality of life for women, men, families, and communities.

ID-Lindner strongly encourages its suppliers to:

To formally support the UN Women's Empowerment Principles together with ID-Lindner

Ask business partners and colleagues to respect the company's commitment to promoting equality and inclusion.

Respect the dignity of women in all marketing and other company documents

5. Product safety, health, and the environment

ID-Lindner aims to make a significant contribution to the sustainable use of resources, environmental protection, and in particular climate protection through its processes and products. ID-Lindner strives to conserve resources by continuously aligning its entire business with environmental compatibility and reducing the consumption of energy, water, raw materials, and supplies wherever possible.

The business partner will support ID-Lindner in these efforts. The business partner will therefore undertake to manufacture and supply ID-Lindner with safe products and to create a safe working environment that supports accident prevention and minimizes health risks for the business partner's employees.

The business partner shall comply with applicable environmental laws and regulations and shall conserve resources and protect the environment as far as possible.

6. Data protection, confidential information and intellectual property

The business partner shall comply with all applicable data protection laws. It is the responsibility of the business partner to comply with this agreement.

7. Compliance with this agreement

ID-Lindner considers the provisions of this agreement,

"Code of Conduct for Suppliers/Business Partners, as of January 2021," which will be updated as necessary, to be essential to the business relationship between ID-Lindner and the business partner. Therefore, compliance with the provisions of this Code is essential to the business relationship between ID-Lindner and the business partner, which is acknowledged and agreed to by the business partner.

8. Compliance with this Business Partner Code

ID-Lindner can only oblige local suppliers to comply with these regulations or verify their compliance; however, these provisions apply equally to all supra-regional and economically significantly larger suppliers, regardless of this. ID-Lindner reserves the right to immediately terminate the business relationship with the business partner in the event of a violation, subject to applicable laws.

By signing and stamping this document, the business partner confirms that they will comply with the rules of this Business Partner Code.

The Business Partner will use its best efforts to familiarize itself with the business practices of its suppliers, subcontractors, and other business partners and to require all such suppliers, subcontractors, and business partners to comply with this Business Partner Code or the values set forth herein.

The Business Partner and ID-Lindner will discuss any issues relating to this Business Partner Code in a confidential and respectful manner.

The business partner is encouraged to report violations of this Business Partner Code to ID-Lindner. Contact details are available on the ID-Lindner website (www.ID-Lindner.de).

If publicly available, company-owned documents on this topic exist that serve the same purpose, signing this document is not required.

In this case, we kindly ask you to enter the link to your documents here. Link: _

Acknowledgment of the obligation to comply with the rules of this Code of Conduct.

_____, _____
Place, date

Signature Supplier / Business Partner