



1. Introduction/Preamble

LOG Industrie GmbH is committed to ensuring an ecologically and socially responsible type of corporate governance. We expect the same type of conduct from all of our suppliers. Similarly, we require of our employees that the principles of ecological, social and ethical conduct are observed and integrated into the corporate culture. Furthermore, we continuously endeavour to optimise our business practices and our products (or services) in terms of sustainability and encourage our suppliers to contribute to this task in the interests of promoting a holistic approach. For future cooperation, the Contractual Partners agree to the application of the below regulations for a common code of conduct. This agreement shall be considered the basis for all future suppliers. The Contractual Partners shall comply with the principles and requirements of the Code of Conduct and support each other in doing so. The Supplier shall present this Code of Conduct to its subcontractors and endeavour to contractually oblige them to comply with the standards and regulations therein. This agreement shall enter into force upon signature. As a last resort, a breach of this Code of Conduct may give us legitimate reason to terminate the business relationships including all related supply contracts. The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG) to which we must adhere, as well as international agreements such as the UN's Covenant on Economic, Social and Cultural Rights and the UN's Covenant on Civil and Political Rights, guidelines on children's rights and business conduct, the United Nations Guiding Principles on Business and Human Rights, the international labour standards of the International Labour Organisation and the United Nations Global Compact.

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Code of Conduct of LOG Industrie GmbH

Purpose of the Code of Conduct

The purpose of the Code of Conduct is to protect employees and ensure that the reputation of the company is never put at risk. Our customers expect a trustful cooperation from us. We can only be considered a reliable partner if we live our values and always stay true to our principles. At the same time, we expect our business partners (customers and suppliers) to adhere to similar ethical standards. This Code of Conduct is an application-oriented document. It sets forth our principles, including what they mean for our company and employees.

Misconduct

As a LOG employee, you are obliged to comply with this Code of Conduct. Non-compliance with this Code is taken very seriously and may result in disciplinary action.

Leadership

It is the responsibility of employees to set a good example, both by following the Code of Conduct and ensuring others do so as well. This also includes proactively ensuring that employees know what this means in practice by discussing topics openly and often and by having managers available to always offer support.

Seeking Assistance

There are times when the best course of action may not always be obvious. If you have difficulties interpreting or applying the Code of Conduct, you should seek the assistance of your manager.

Environmental Protection and Sustainability

LOG Industrie is committed to its responsibility for environmental protection, sustainability and conservation of natural resources. LOG adheres to the applicable laws, regulations and standards on environmental protection.

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Social Responsibility

1. LOG is committed to equal opportunities and fostering a supportive working environment that is characterised by respect and tolerance, in which the value and dignity of each individual is recognised and all employees treat each other with courtesy, honesty and appreciation. Harassment, bullying and intimidation are prohibited.
2. **The ban on child and forced labour is observed at LOG and in our supply chain.**
3. LOG respects different cultural, ethnic and religious backgrounds and is committed to the principle of equality, regardless of nationality, race or ethnic origin, age, disability, appearance and other physical constitution, skin colour, sexual orientation, gender, religious or philosophical conviction or other legally protected characteristics.
4. LOG respects the dignity and personal rights of our employees and third parties with whom we are in business contact. LOG complies with the statutory regulations to ensure fair working conditions, including those relating to wages, working hours and the protection of privacy.
5. Occupational health and safety in the workplace is guaranteed in accordance with national regulations.

Kiel, 10 April 2024

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