

## Lindy Code of Conduct – Corporate Social Responsibility

### Preamble

The Lindy Group and its member companies affirm their Corporate Social Responsibility (CSR) as a part of their global business activities. Lindy's Code of Conduct for Corporate Social Responsibility (hereinafter called 'CSR') acts as a guideline in the industry regarding working conditions, social and environmental compatibility, transparency, collaboration and dialog that is marked by trust.

Developed and agreed to by the German Central Association of the Electrical and Electronics Industry (ZVEI) and its member companies, the content of this CSR is an expression of ZVEI's collective core values as they are defined in the vision and mission statements and especially as they are affirmed in the social market economy.

This CSR is designed as a self-imposed obligation that can be signed by member and partner companies. By providing this CSR, ZVEI assists them in responding to different general conditions in a global market and in facing challenges and social expectations that come from intensified collaboration from within the value chain.

### 1. Basic Understanding of Social Responsibility in Corporate Management

A mutual, basic understanding of social responsibility in corporate management forms the basis of this CSR. This means Lindy assumes responsibility by bearing in mind the consequences of its business decisions and actions on economic, technological, social and environmental levels and brings about an appropriate balance of interests. Lindy voluntarily contributes to the well-being and long-term development of a global society at every point it can and in the locations where it is in business. It is geared towards universally held ethical values and principals, especially integrity, honesty and respect of human dignity.

### 2. Where the CSR applies

2.1 This CSR is in effect for all Lindy Group companies and business units worldwide.

2.2 Lindy commits to promoting adherence to the content of this CSR at every point it can for its suppliers and in other parts of the value chain.

### 3. Core Values for Social Responsibility in Corporate Management

Lindy will proactively work to ensure that the values mentioned below are put into practice and adhered to, both now and in the future.

#### 3.1 Adherence to Laws

Lindy will abide by the laws in effect and other legal requirements of the countries where it is in business. For countries that have a weak institutional framework, the company will carefully examine what good company practices from their home country should be applied to enable supportive, responsible company management.



#### LINDY Electronics Limited

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### 3.2 Integrity and Organizational Governance

3.2.1 Lindy gears its activities towards universally held ethical values and principals, especially integrity, honesty, respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.

3.2.2 Lindy rejects corruption and bribery as stated in the relevant UN Convention. It uses suitable means to promote transparency, trading with integrity, responsible leadership and company accountability.

3.2.3 Lindy pursues clean and recognized business practices and fair competition. In regards to competition, it focuses on professional behaviour and high standards of quality for work. It fosters partnership and trusting interaction with the supervisory authorities.

### 3.3 Consumer Interests

To the extent consumer interests are affected, Lindy abides by regulations that protect the consumer, as well as appropriate sales, marketing and information practices. Groups that are in special need of protection (e.g. protection of minors) will receive special attention.

### 3.4 Communication

Lindy will communicate in an open way and is oriented towards dialogue about the requirements of this CSR and about its implementation among employees, clients, suppliers and other stakeholders. Every document and all information will be duly produced. They will not be unfairly changed or destroyed. They will be properly stored. Confidential company information and partner's business information will be handled sensitively and will be kept in confidence.

### 3.5 Human Rights

Lindy is committed to promote human rights. It respects human rights stated in the Charter of the United Nations, especially those named in the following:

#### 3.5.1 Privacy

Protection of privacy.

#### 3.5.2 Health and Safety

Ensuring health and work safety, especially the guarantee of a safe and health-promoting work environment, avoiding accidents and injuries.

#### 3.5.3 Harassment

Employee protection against bodily punishment and against physical, sexual, psychological or verbal harassment or abuse.

#### 3.5.4 Freedom of Conscience

Protection and guarantee of the right to freedom of conscience and freedom of expression.

### 3.6 Working Conditions

Lindy abides by the following core work standards from ILO (International Labour Organisation):

#### 3.6.1 Child Labour

The prohibition of child labour, i.e. the employment of persons younger than 15 years old, as long as the local legal requirements do not specify a higher age limit and as long as no exceptions are permitted.



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### 3.6.2 Forced Labour

The prohibition of forced labour of any kind.

### 3.6.3 Wage Compensation

Work standards concerning compensation, especially in regards to the level of compensation as stated in the laws and requirements that are in force.

### 3.6.4 Employee Rights

Respecting the rights of the employee to freedom of association, freedom of assembly and collective bargaining, as long as this is legally permitted and possible in the respective country.

### 3.6.5 Prohibition of Discrimination

Treatment of all employees in a non-discriminatory fashion.

### 3.7 Hours of Work

Lindy abides by work standards concerning the longest permitted time of work.

### 3.8 Environmental Protection

Lindy fulfils the requirements and the standards for environmental protection that affect their operations and acts in an environmentally conscious way at all locations where it is in operation. For additional responsibility with natural resources, it holds to the principles from the Rio Declaration.

### 3.9 Civic Commitment

Lindy contributes to the social and economic development of the countries and regions where it is in business and promotes appropriate, volunteer activities information by its employees.

## 4. Implementation and Application

Lindy will make every appropriate and reasonable effort to implement and to apply the principles and values described in this CSR both now and in the future. Contractual partners will be informed about the basic measures upon request and within the scope of a reciprocal cooperation, so that it becomes observable how these measures are fundamentally guaranteed. No right exists to disseminate operational or business secrets related to competition or any other that is in need of protection.

The Code of Conduct expresses our own commitment to corporate social responsibility, and it is our sincere hope that as many companies as possible will adopt it. If you want to agree that CSR and accept and sign the version as provided by the German ZVEI please visit the website of the ZVEI: <https://www.zvei.org/en/subjects/sustainability/zvei-code-of-conduct>

Lindy-Elektronik GmbH (Manufacturer EU)

Mannheim, November 2018

Lindy Electronics Limited (Manufacturer UK)

Stockton-on-Tees, November 2018

Lindy International Limited

Mannheim & Stockton-on-Tees, November 2018



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