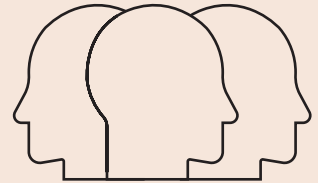


LERG

SUPPLIER CODE OF CONDUCT





INTRODUCTION

Lerg SA cares for the matters of sustainable development and makes every effort to conduct its business with respect for human rights and environmental protection regulations.

As we recognize our social responsibility, we want to work closely with Suppliers who declare to care for the same high ethical standards that provide the foundation for building lasting business relationships based on regulatory compliance, trust, integrity and transparency.

To make our expectations clear, we have adopted Lerg SA Suppliers' Code of Conduct, which aims to promote and implement ethical values throughout the entire supply chain. This document defines the principles on which the commercial activities of each of our business partners should be based. Respecting the principles set out herein will be an important criterion for the qualification assessment of Suppliers, including the entry into and extension of existing business relationships.

HUMAN RIGHTS, ETHICAL EMPLOYMENT

- compliance with international standards for the protection of human and labour rights
- counteracting all forms of discrimination (including on grounds of gender, age, ethnicity, religion, disability, political affiliation or sexual orientation), mobbing and corruption
- compliance with applicable laws and regulations regarding the levels of salary and working hours
- avoiding all forms of child labour and forced and slave labour
- respect for freedom of association

HEALTH AND SAFETY

- ensuring a healthy and safe workplace and working conditions, including appropriate personal protective equipment, access to drinking water and sanitation facilities, adequate lighting, temperature and ventilation as well as fire safety
- minimizing risks and hazards at workplaces
- raising employee qualifications through regular training in occupational health and safety matters

ENVIRONMENTAL PROTECTION

- fulfilment of the obligations arising from national and international law
- rational sourcing and use of raw materials
- responsible waste management
- monitoring of electricity, water consumption and sewage
- raising awareness of employees and partners in counteracting environmental pollution
- minimizing the environmental impact of the business, including through the use of environmentally friendly technologies

ETHICAL STANDARDS

- conducting business in accordance with the principles of fair competition and all applicable antitrust laws
- protection of personal data, confidential information, privacy and intellectual property of all employees and business partners
- preventing any form of corruption or fraud
- enabling employees and business partners to openly or anonymously report unethical or potentially illegal acts whilst ensuring the protection of whistleblower confidentiality



SOCIAL COMMITMENT

- cooperation and maintaining good relations with stakeholders, including local institutions and organizations
- supporting local social initiatives

ADDITIONAL INFORMATION

Lerg SA Suppliers' Code of Conduct is addressed to all Suppliers and Contractors conducting business with Lerg. Based on the principles contained herein, we want to support our Suppliers in building awareness of responsible business practices and sustainable development. We believe that your following the standards of the Code will contribute to enhancing our cooperation and partnership.

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• **LERG 2020**





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ABSORBER

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LERG 2020

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