



## Business Partner Code

Compliance with legal and contractual obligations as well as transparency, fairness and mutual trust are essential for the LEG Group's successful and sustainable business activities.

LEG therefore agrees with its business partners on the validity of the following regulations for cooperation. The business partners are obliged to impose these regulations on their subcontractors and suppliers.

### 1. Law and responsibility

The respective applicable laws, rules and regulations must be observed. Generally applicable international standards of social and environmental responsibility and international human rights conventions (in particular the principles of the UN Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the Fundamental Principles of the International Labour Organization) are observed.

### 2. Confidentiality and data protection

Business partners must protect confidential information and data obtained in the course of the cooperation in compliance with data protection regulations and use them exclusively for authorised purposes and in the agreed manner.

Business partners are not permitted to use documents or information not publicly disclosed in the course of their business relationship with LEG as a basis for stock exchange transactions.

### 3. Corruption and money laundering

Corruption or acts similar to corruption as well as unethical business practices are avoided. All applicable legal regulations on money laundering prevention are complied with and unethical business practices such as fraud, bribery and corruption are avoided.

No gifts/benefits are granted to LEG employees or persons or organisations close to them if they exceed the customary scope of business.

### 4. Conflicts of interest and transactions

Conflicts of interest must be avoided. Business and personal relationships between employees of the business partner and employees of LEG are made transparent where these may lead to conflicts of interest.

### 5. Competition and openness

No activities that are anti-competitive, abusive or unfair will be pursued by the business partner. The applicable antitrust and competition laws and regulations will be respected.

**Business  
Partner Code**

## 6. Employee rights

Business partners guarantee their employees working conditions that enable them to lead a dignified and self-determined life. In particular, they pay their employees a living wage. Minimum wages, maximum working hours and vacation are in accordance with applicable law.

Applicable health and safety laws and regulations, as well as the provisions of social security law, are complied with.

All employees are treated fairly and employed in safe workplaces so that any form of unethical or illegal working conditions (e.g. harassment, physical and psychological violence, undeclared work, forced labour, child labour) is avoided.

All employees are treated with dignity and respect, and the privacy and personal rights of individuals are respected. No one is discriminated against on the grounds of origin, gender, religion or ideology, disability, age or sexual identity.

The rights of freedom of association and collective bargaining autonomy are respected.

## 7. Environmental protection

Our aim is to achieve high standards in environmental protection together with our business partners and thus make our contribution to a healthy living environment and the achievement of climate targets in Germany. All applicable environmental laws are complied with.

## 8. Whistleblower system

In order to protect LEG, its employees and business partners, misconduct must be identified at an early stage. This requires the attention of all employees and their willingness to point out possible serious violations of rules in the event of concrete indications. We also attach great importance to receiving such information from business partners. If there are specific indications of potential misconduct on the part of LEG employees, we ask our business partners to inform us of this via <https://www.bkms-system.com/LEG>.

## 9. Consequences in case of misconduct

LEG expressly points out that any violation of this Business Partner Code may lead to temporary or permanent exclusion from the award of contracts. A proven violation may also lead to the immediate termination of the existing business relationship and the contractual/contractual relationship and to the assertion of claims for damages.

LEG may carry out appropriate checks and controls of the contractual performance of services and compliance with the contractual provisions (in particular compliance with the contractually agreed LEG Group Business Partner Code).