

Code of Conduct

The LEG Code of Conduct

1. Ethics and compliance

Morality and integrity shape the business culture of the LEG Group. This creates confidence among our customers and business partners and contributes to the good reputation of the company.

We comply with applicable standards as well as laws, regulations and organisational instructions.

Employees and executives put this into practice in their daily work.

2. Information and confidentiality

We protect confidential information and data of third parties.

In the course of their work, employees and executives receive confidential and protected information about the company, its customers or other business partners. Employees and executives ensure the confidentiality of this information and use it exclusively for the purpose for which it has been sent.

We ensure that the information provided to the public, customers and dialogue partners is correct, comprehensible and made available in a timely manner.

3. Conflicts of interest and business transactions

We avoid personal conflicts of interest.

Employees and executives do not use their professional position to obtain benefits for themselves, their family members or third parties.

Employees and executives are prohibited from doing business with or entering into competition with companies of the LEG Group outside of the regulations that have been laid down.

4. Competition and openness

We create honest competitive situations and are open and fair in our business dealings with our customers and business partners.

Employees and executives do not obtain any competitive advantages from illegal or unethical business practices. Customers and business partners are not cheated through the manipulation, concealment or misuse of information.

5. Employment and equal treatment

We interact openly with each other in the company and do not tolerate any discrimination.

The personal dignity and individual esteem of each person are key elements in our interaction with employees and colleagues.

We take personnel decisions in the interests of the company.

6. Professionalism and assets

We work professionally and conserve and increase the assets of the LEG Group.

Employees and executives protect the assets against misuse and ensure that they are processed professionally so that they can be used efficiently. We use assets only for legitimate business purposes.

7. Breaches and reporting

Employees and executives who receive knowledge of existing or possible breaches of this code of conduct can inform their line manager, the Management Board, the management or the ombudsman of this immediately.