

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. This applies in particular, but not exclusively, to competition and antitrust rules, anti-corruption rules and rules on undeclared work, minimum wages and the prevention of money laundering.

Generally applicable international standards of social and environmental responsibility and international human rights conventions 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, fraud and unethical business practices will be avoided by business partners and will not be tolerated. All applicable legal regulations for the prevention of money laundering are complied with.

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

4. Conflicts of interest and transactions

Conflicts of interest must be avoided by the business partner. 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.

6. Fairness and equal treatment

All employees of the business partner are employed under fair working conditions in safe workplaces, so that any form of unethical or illegal working conditions is avoided.

The applicable health and safety at work laws and regulations and the provisions of social security law are complied with.

No one is discriminated against on the grounds of racial or ethnic origin, sex, religion or belief, disability, age or sexual identity. The personal dignity, privacy and personal rights of the individual 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.

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.

With our signature, we expressly acknowledge this Business Partner Code and ensure that our responsible employees implement it accordingly.

Date, signature of business partner