

LAMTEC Code of Conduct

Preamble

LAMTEC sees itself as part of an internationally interwoven economy and, as a company at its locations, is part of the countries and their societies in which LAMTEC operates. LAMTEC follows the basic understanding of the 'honourable businessman' and acknowledges its responsibility as a company.

LAMTEC monitors the direct and indirect effects of its business activities on the environment and society and endeavours to achieve an appropriate balance between economic, ecological and social interests.

LAMTEC acts in accordance with generally accepted values and principles, complies with the law and, in particular, observes the internationally recognised human rights and labour standards as set out below.

LAMTEC stands for the objectives and contents of the Code of Conduct and will make all suitable and reasonable efforts within the scope of its respective legal and actual possibilities to fulfil the voluntary commitment on an ongoing basis at all its company locations in Germany and abroad.

If existing national regulations contradict the contents of the Code of Conduct or if the national context makes it impossible to comply with them without restriction, LAMTEC will look for ways to fulfil the requirements of the Code of Conduct as far as possible.

Ethical / moral commitment and integrity

LAMTEC pursues exclusively legal business objectives and practices and only maintains business relationships with reputable partners.

LAMTEC behaves fairly and respectfully towards business partners and customers. LAMTEC respects different legal, economic, social and cultural backgrounds and the special circumstances of the countries and regions in which LAMTEC operates. LAMTEC respects the law and the laws of the countries and regions in which business activities take place.

LAMTEC always orients its business activities towards generally accepted ethical values and principles, including integrity and respect for human dignity.

LAMTEC builds on free and fair world trade.

Corruption, trade control, money laundering

LAMTEC rejects any form of bribery and corruption. To this end, we avoid any appearance of this - be it in the form of granting or accepting unfair advantages. LAMTEC acts in accordance with the applicable import and export control regulations and complies with the legal requirements for the prevention of money laundering.

Fair competition

LAMTEC is in favour of free and fair competition. LAMTEC does not tolerate any anti-competitive agreements and ensures that the company acts in accordance with the applicable antitrust laws. LAMTEC rejects competitive advantages through unfair business practices.

Handling of personal data, protection of confidential information and intellectual property

LAMTEC respects the personal rights of its employees, business partners and customers and complies with the applicable legal and regulatory requirements for the processing of personal data and information security when handling personal information.

LAMTEC protects entrusted business secrets and other confidential information of its business partners and customers from unauthorised acquisition, use and disclosure, at least in accordance with the relevant statutory provisions for the protection of business secrets.

LAMTEC respects the intellectual property of its business partners, customers and other third parties and ensures that sufficient precautions are taken to protect intellectual property rights when exchanging know-how and technologies.

Safeguarding consumer interests

Where LAMTEC products and services affect the interests of consumers, suitable measures are taken to ensure the safety and quality of the products or services. LAMTEC ensures that the products or services comply with the relevant statutory consumer protection provisions.

In the context of information and sales measures, LAMTEC takes consumer interests into account by applying the legal requirements for fair business, marketing and advertising practices and consumer education.

Ecological responsibility and commitment

The protection and preservation of the natural foundations of life concerns and obliges us all. With this in mind, LAMTEC conducts its business activities in an ecologically responsible manner and is committed to the goal of a climate-neutral future.

Protecting the environment and climate

LAMTEC fulfils its ecological responsibility by applying the applicable legal requirements and recognised standards for the protection of the environment and climate. LAMTEC is working to continuously reduce the negative impact of its business activities on the environment and climate.

LAMTEC applies applicable law and takes appropriate measures that are based on legal and internationally recognised standards and cover the following topics, among others:

- Proper / professional and responsible handling of hazardous substances, Chemicals and waste, including their disposal,
- Measures to reduce or avoid waste,
- Minimising emissions from operating processes (e.g. waste water, exhaust air, noise, greenhouse gases),
- Conserving natural resources, for example through measures to save water, chemicals and other raw materials and promoting the circular economy,
- Use of climate and environmentally friendly technologies, processes, raw materials and products,
- Measures to increase energy efficiency and the share of renewable energies in energy consumption at company locations.

Conflict Materials

LAMTEC hereby declares that we source the materials we directly handle, process and utilize in the manufacturing process (gold for instance) from suppliers who adhere strictly to the principles of safe and fair working conditions, environmental safety and ethical conditions in the whole sourcing process.

However, in case sub-suppliers utilize conflicting materials (e.g. tantal capacitors) LAMTEC cannot guarantee a transparency throughout the whole supply chain.

LAMTEC itself of course adheres to all legal, ethical and moral standards and follows strictly the Codes of Conducts of its suppliers and customers.

Human rights and labour standards

Human dignity is inviolable. LAMTEC therefore respects internationally recognised human rights as set out in the United Nations Universal Declaration of Human Rights.

LAMTEC is guided by the internationally recognised labour standards of the International Labour Organisation (ILO), as listed below in the Code of Conduct.

In all business activities, LAMTEC endeavours to neither cause nor contribute to human rights violations. LAMTEC expects the same from its business partners. Where necessary and possible, LAMTEC supports its suppliers in this endeavour.

Employment relations

LAMTEC treats its employees with respect. LAMTEC rejects any form of unlawful punishment, abuse, harassment, intimidation or other unworthy treatment of employees.

LAMTEC applies the applicable labour law to all employment relationships and expects the same from its contractual partners. At the beginning of the employment relationship, employees must be provided with comprehensible information about the essential working conditions, including their rights and obligations, working hours, remuneration and payment and accounting modalities.

LAMTEC respects and protects the right of employees to terminate their employment relationship in compliance with the relevant notice period.

Rejection of child labour and protection of young workers

LAMTEC does not tolerate child labour and observes the applicable legal minimum age for employment. In any case, LAMTEC does not employ persons under the age at which compulsory education ends according to the law of the place of employment and under the age of 15. Internships are organised in accordance with the statutory provisions.

LAMTEC expects its contractual partners to have appropriate means of determining age in order to prevent child labour. If child labour is detected, all necessary measures must be taken immediately, focusing on the welfare, protection and development of the child.

The rights of young workers under the age of 18 must be respected; they may only be employed if it is ensured that the working and employment conditions neither pose a risk to their health, safety or morals nor are detrimental to their development.

Rejection of forced labour

LAMTEC rejects forced or compulsory labour in any form. This also applies to any form of debt bondage, serfdom, slavery or slavery-like practices, human trafficking and extends to all forms of involuntary labour and services that are not compatible with internationally recognised labour and social standards.

Principles of remuneration

LAMTEC applies the statutory provisions to the remuneration of labour services. LAMTEC ensures that the payment of employees in the company does not fall below the applicable statutory minimum wage or, if applicable, the minimum wage stipulated by collective agreement or the minimum wage customary in the industry. In countries or regions without a statutory or collectively agreed wage framework, LAMTEC ensures that the wage paid for regular full-time work is sufficient to fulfil the basic needs of the employees.

Wage deductions not authorised by law, including deductions as a disciplinary measure, will not be tolerated by LAMTEC.

Working hours

LAMTEC applies the statutory provisions on working hours, including overtime, rest breaks and holidays.

LAMTEC ensures that

- the regular weekly working time plus maximum possible overtime is not exceeded,
- working time regulations are observed

Freedom of association

LAMTEC respects the right of employees to freedom of association and freedom of assembly as well as the right to collective bargaining and wage bargaining, insofar as this is legally permissible and possible in the respective country of employment. If this is not permissible, LAMTEC will seek appropriate compromises for its employees.

Diversity and inclusion, prohibition of discrimination

LAMTEC values the diversity of its employees and promotes a working environment that enables inclusion. LAMTEC is therefore committed to equal opportunities and rejects any form of discrimination and unequal treatment based on national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or belief.

LAMTEC lives by the principle of equal pay for male and female employees for work of equal value.

Health and safety in the workplace

LAMTEC complies with national and international health and safety standards. LAMTEC ensures a safe and healthy working environment (avoidance of accidents, injuries and work-related illnesses) in order to maintain the safety and health of its employees and third parties.

Status of the Code of Conduct: 15.04.2025

LAMTEC will regularly review this Code of Conduct for its effectiveness and appropriateness and update it accordingly if necessary.