



# CODE OF CONDUCT

OF THE PURCHASING DEPARTMENT



# CODE OF CONDUCT



## PREFACE

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The requirements and principles for the companies of **LANGGROUP** are defined below. They set out what our suppliers can expect from the companies of **LANGGROUP** and define the requirements to be met by our suppliers, contractors and their subcontractors. Suppliers and business partners include suppliers of components and materials, indirect goods as well as service providers, consultants, contract manufacturers and all those who supply products to or provide services for the companies of **LANGGROUP**.

The **LANGGROUP** Code of Conduct for Suppliers describes the basic principles expected of our suppliers with regard to compliance with laws and regulations, corruption and bribery, social and working conditions, child labour and the environment.

An infringement of this Code of Conduct can, as a final resort, be a reason for **LANGGROUP** to terminate the business relationship, including all associated supply contracts.



## COMPLIANCE WITH LAWS AND REGULATIONS

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The supplier management of **LANGGROUP** requires and promotes successful cooperation between suppliers and **LANGGROUP**. By complying with national and international laws and regulations, including the requirements of the International Labour Organisation (ILO) and the United Nations Universal Declaration of Human Rights, industry standards and all relevant legal requirements, we safeguard these economic, environmental and social principles.





## INTEGRITY, BRIBERY AND COMPLIANCE

**LANGGROUP** expects that its suppliers comply with all relevant laws and regulations concerned with data protection, corruption, bribery and fraud. Furthermore, we demand fair and responsible market participation.

### **DATA PROTECTION:**

Our suppliers comply with all applicable laws on the protection of personal data, in particular of employees, business partners and customers.

### **CORRUPTION/BRIBERY:**

Business and private interests must fundamentally be kept separate from each other. The supplier must ensure that its employees and subcontractors do not offer, promise or grant any advantages to **LANGGROUP** employees with the intention of obtaining an order or preferential treatment in business dealings.

Gifts and invitations may only have a small financial value and must comply with customary practice. In cases of doubt, participation in events organised by business partners, invitations to business lunches or dinners by external parties and the acceptance of gifts from external persons or organisations must be agreed with the direct supervisor.



## COMPETITION LAW AND ANTITRUST LAW

**LANGGROUP** expects its business partners to comply with all relevant competition law requirements and to comply with antitrust laws. No unlawful arrangements and agreements shall be made, nor shall any potentially dominant positions in the market be abused.

### **MONEY LAUNDERING:**

The supplier shall not engage in money laundering activities and shall comply with applicable legal obligations for prevention.

### **EXPORT AND IMPORT CONTROLS:**

The business partner shall comply with all applicable laws governing the import and export of goods and services and applicable embargoes and sanctions.





## SOCIAL AND WORKING CONDITIONS

**LANGGROUP** demands that its business partners recognise the fundamental rights of their employees and undertake to respect them in accordance with the law and to treat them with respect and dignity.

### THE FOLLOWING PROVISIONS ARE PARTICULARLY IMPORTANT:

#### OCCUPATIONAL HEALTH AND SAFETY:

The supplier must provide its employees with safe and healthy workplaces in compliance with all applicable laws and regulations. Our business partners comply with all relevant health and safety regulations.

#### FREE EXERCISE OF WILL:

**LANGGROUP** prohibits any form of forced labour and strictly rejects it. All employees perform their work on the basis of a voluntary decision and without the threat of violence or other evils, in accordance with the provisions of the ILO (International Labour Organisation).

#### PROHIBITION OF CHILD LABOUR:

The supplier undertakes not to employ children and ensures that its own suppliers also do not employ children. Child labour is strictly prohibited under the provisions of the ILO and national laws.

#### WORKING HOURS:

Our business partners comply with all applicable laws, regulations and industry standards.

#### REMUNERATION AND BENEFITS:

Our suppliers remunerate their employees in accordance with applicable laws, regulations and industry standards.

#### NO DISCRIMINATION AND EQUAL OPPORTUNITIES:

**LANGGROUP** stipulates that no discrimination whatsoever will be tolerated against employees or applicants on the grounds of ethnic origin, nationality, gender, pregnancy or parenthood, marital status, age, religion or belief, and bullying. Protected characteristics under the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz (AGG)).





## ECOLOGICAL SUSTAINABILITY

**LANGGROUP** expects from its suppliers continuous improvement of the corporate structure in terms of environmental protection and compliance with all applicable laws and regulations as well as internationally recognised standards for the protection of the environment.

- Reduction of waste and emissions into the air, soil and waters
- Treatment of chemicals and hazardous waste in an environmentally responsible manner
- Contribution to recycling and the reuse of materials and products
- Improvement of energy efficiency in internal production processes
- Statutory regulations on conflict materials





## SUMMARY

Supplier management plays a central role in the procurement process today. It covers the steps from the identification of potential suppliers to the evaluation, control and management of the supplier-customer relationship. In this connection, the exchange and management of information between both parties is of considerable importance. The process of supplier management as an evolution of traditional procurement is increasingly of competitive importance today.

**LANGGROUP** aims for a trusting and long-term partnership with its suppliers. Working together in partnership is in the interest of both contracting parties. Continuous improvement in all areas is essential for this. This applies to both the suppliers to **LANGGROUP** and to **LANGGROUP** itself. With their innovative capability and desire for constant improvement, **LANGGROUP**'s suppliers make an important contribution to further strengthening **LANGGROUP** and accompanying it on its path of growth.

In the event of serious infringements, in particular the committing of criminal acts, we reserve the right to take appropriate measures. As a final resort, this can be a reason and cause to terminate the business relationship, including all associated supply contracts, and to assert claims for damages.



The latest version of the CODE OF CONDUCT is available on our website.

[https://www.technolit.de/media/code\\_of\\_conduct.pdf](https://www.technolit.de/media/code_of_conduct.pdf)

# LANGGROUP®

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