



People.Health.Care.

Code of Conduct for Employees of the L&R Corporate Group

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I. Introduction

We at L&R strive to find solutions for the healthcare sector. As a solution provider and reliable partner, we develop, produce and distribute our products and services globally.

We at L&R believe that the success of a company should not only be measured in figures. Of course, we cannot be successful on the market without making a profit, however, we endeavour to strike the right balance between monetary success and social responsibility. Our claim **“People.Health.Care.”** also reflects this corporate philosophy. Economic, ecological and social sustainability are the foundation for all business activities.

Therefore, we only engage employees who are committed to the same principles of ethical, safe and responsible business practices.

We expect our employees to be aware of and comply with all applicable international, national and local laws and regulations, contractual agreements, industry standards and internationally recognised standards and conventions. This includes the principles set out in this Code of Conduct.

This Code of Conduct summarises important standards for ethical conduct, social responsibility and environmental protection, particularly on the basis of the provisions of the German Supply Chain Due Diligence Act (LkSG), as well as international conventions, such as the general United Nations (UN) Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, as well as the labour standards of the International Labour Organization (ILO).

L&R regularly reviews its conduct guidelines to ensure they are appropriate and effective. We expressly reserve the right to amend this Code of Conduct at any time, should this be necessary based on the risk assessment that we regularly perform.

II. Requirements for our employees

We expect our employees to comply with the minimum standards stipulated in this Code of Conduct when carrying out their business activities for L&R.

1. Business integrity

a. Fair and free competition

The principles of free and fair competition shall apply to the conduct of business activities. In the course of these activities, the respectively applicable anti-trust and/or competition regulations shall be obeyed. All agreements with competitors, customers and business partners that violate anti-trust laws are prohibited and will not be tolerated. This applies, in particular, to agreements on prices and conditions.

b. Bribery and corruption

Personal interests shall be strictly separated from business interests. Employees shall not grant and accept any contributions in the form of tangible assets, monetary or comparable values, which serve the purpose of gaining a personal advantage or influencing business decisions. Bribes from both public officials and business partners shall not be accepted. Exceptions are contributions and invitations that are given in a reasonable manner as part of normal business hospitality, politeness and custom.

c. Proper accounting

Our business transactions shall be properly posted. We will not conceal, fake or falsify any business transactions.

d. Intellectual property and non-disclosure

We shall protect intellectual property and respect the industrial property rights, business and trade secrets of L&R and third parties and we shall not share these with unauthorised third parties without express prior approval or make them available in any other form.

e. Data protection

We are aware of our responsibility to protect personal data. We shall process personal data in accordance with the respectively applicable data protection regulations, for example, the European General Data Pro-

tection Regulation (EU GDPR). It shall be ensured that the IT infrastructure is sufficiently protected.

f. Quality

Each employee is called upon to actively ensure the quality of processes, products and services within their respective work environment.

2. Social responsibility and fair working conditions

a. Human rights; prohibition of inhumane treatment

We respect the basic human rights, personal dignity and privacy of each person. We shall treat all people with respect and fairness. We do not tolerate any behaviour that may be considered physically, psychologically, verbally or sexually harassing, abusive or exploitative.

b. Prohibition of child labour

We denounce any form of child labour. We shall not employ any children who are below the age at which compulsory school attendance ends according to the law of the place of employment. In any case, the age of employees must not be below 15 years. Furthermore, we denounce the use of children below 18 years of age for the following activities:

- all forms of slavery or slavery-like practices, such as the sale of children and child trafficking, debt bondage and servitude, as well as forced and compulsory labour, including the forced or compulsory recruitment of children for deployment in armed conflicts
- the use, procurement or offering of children for prostitution, for the production of pornography or for pornographic performances
- the use, procurement or offering of children for illegal activities, in particular for the production and trade of drugs, and
- work that, by its nature, or due to the circumstances under which it is performed is likely to be harmful to the health, safety or morality or children.

c. Prohibition of forced labour and slavery

We respect the prohibition of the employment of persons in forced labour. This includes any work performed or services provided, which are demanded of

a person under threat of punishment, and for which they have not made themselves available voluntarily, for example, as a result of debt bondage or human trafficking. We also denounce all forms of slavery, slavery-like practices, servitude or oppression in the workplace environment, for example, through extreme economic or sexual exploitation and degradation. This also includes withholding passports or other documents belonging to employees.

d. Diversity and equal treatment

We espouse the diversity, equality and inclusion of employees, business partners customers. Every form of harassment and every form of unequal treatment shall be rejected. This includes unequal treatment on the basis nationality and ethnic background, social background, health status, disability, sexual orientation, age, gender, political view, religion or ideology, unless the unequal treatment is due to the requirements of the employment. Unequal treatment includes, in particular, the payment of unequal remuneration for work of equal value.

e. Remuneration

The remuneration of employees shall meet, as a minimum, the national statutory standards or the industry benchmarks. The reasonableness of a wage is measured according to the respective minimum wage at the place of employment set by the applicable law.

f. Working hours

Working hours must be in accordance with the applicable laws or industry standards.

g. Freedom of association and freedom to form a coalition

We recognise the right of all employees to form, join or become a member of unions and employee representative bodies. Employees must not be discriminated against on the basis of establishing, joining or being a member of such an organisation. Furthermore, we respect the right of unions to act freely and in accordance with the law of the place of employment.

h. Occupational safety and protection

We are aware of our responsibility to ensure a safe and healthy work environment. We respect the appli-

cable duties of occupational safety for the prevention of accidents at work or work-related health hazards according to the law of the place of employment, which arise in particular due to:

- clearly inadequate safety standards in the preparation and maintenance of the workplace, work area and work equipment
- a lack of suitable protective measures to prevent exposure to chemical, physical or biological agents
- a lack of measures to prevent excessive physical and mental exhaustion, particularly due to unsuitable organisation of work regarding working hours and breaks or
- inadequate training and instruction of employees.

i. Engaging security forces

We shall not engage or use any private or public security forces to protect the business project if, during the deployment of security forces, due to insufficient training or monitoring by L&R,

- the prohibition on torture and cruel, inhumane or degrading treatment is violated
- life and limb are injured or
- freedom of association and freedom to form coalitions are restricted.

3. Environmental protection

a. Environmental protection

We shall ensure compliance with the national and international environmental regulations that are applicable to us. Compliance with all regulations regarding the protection of people and the environment is a fundamental principle for our company, which arises equally from legal and ethical principles. We shall obtain all required environmental permits and approvals and comply with the operational requirements and reporting obligations stipulated therein.

We shall use resources efficiently and ensure appropriate monitoring of operations to minimise adverse environmental impacts.

We shall promote a sustainable circular economy and contribute to the global reduction of greenhouse gases.

We shall counteract the bringing about of harmful soil changes, water contamination, air pollutants, harmful noise emissions or excessive water usage, which significantly adversely affects the natural foundations for the preservation and the production of food, denies a person access to safe drinking water, impedes or destroys a person's access to sanitary facilities or harms a person's health.

We shall strictly obey all applicable laws and regulations regarding hazardous materials, chemicals and substances. These include, in particular:

- the Minamata Convention on Mercury of 10 October 2013
- the POPs Convention on the handling of persistent organic pollutants of 23 May 2001, as well as
- the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal of 22 March 1989.

Each employee shares responsibility for the protection of people and the environment in their work environment.

b. Respect for land rights

We denounce any form of unlawful forced eviction and support the prohibition on the unlawful dispossession of land, of forests and waters in the acquisition, development or any other use of land, forests and waters, the use of which secures a person's livelihood.

III. Review

1. Safeguards to ensure compliance with the provisions

This Code of Conduct shall be issued to every employee.

The Compliance Management team shall convey to employees all of the applicable national and international laws and regulations, industry standards and internationally recognised standards and conventions through Group-wide internal training and further in-

ternal conduct guidelines, and they shall make employees aware of the requirement to comply with these regulations.

We conduct risk assessments regularly and as warranted in order to detect company-specific risks early and be able to take appropriate preventative and remedial actions.

Every supervisor is obligated to be both demanding and supportive of their employees in complying with all applicable international, national and local laws and regulations, contractual agreements, industry standards and internationally recognised standards and conventions.

Continuous further training and firmly established ongoing improvement processes also contribute to enhancing the employees' sense of responsibility and expertise.

We have developed and enacted an intragroup human rights strategy for upholding human rights and protect-

ing the environment. We can only implement this human rights strategy together. Therefore, we expect every employee to actively contribute to its implementation.

2. Opportunities to lodge complaints

L&R has established a whistleblowing system on the L&R website called "Tell us", which is for internal and external parties. This system gives whistleblowers the opportunity to make complaints, either giving their name or remaining anonymous. The complaints process is accessible to whistleblowers, and it maintains the confidentiality of their identities and effective protection against reprisals. Reprisals against persons who make use of this reporting mechanism shall not be tolerated.

3. Course of action in the event of breaches

Should a breach of these provisions in our own business unit be identified, despite preventative measures, L&R shall take remedial actions that result in a cessation of this violation.

The Executive Board



Wolfgang Süßle
President, CEO &
CCO



Thomas Menitz
COO & Senior Executive
Vice President



Holger Mägdefrau
CFO



Dr. Klemens Schulz
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