

Code of conduct



LISSMAC

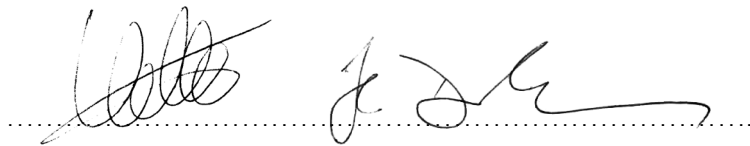
UNS BEWEGEN IDEEN

1. Goal and motivation

Responsible and lawful behaviour is an integral part of our corporate culture and is a prerequisite for the success of our business. The excellent reputation enjoyed by LISSMAC Maschinenbau GmbH, which we continue to develop with great commitment on a daily basis, can be damaged by individual legal violations. For this reason, every single employee is obliged to act conscientiously and to comply with this code of conduct, other company guidelines and applicable laws. We are aware of our economic, ecological and social responsibilities, and these are firmly anchored in our corporate policy.

LISSMAC Maschinenbau GmbH strives for a cooperative relationship with its business partners, which is characterized by mutual benefit. Our business partners are also expected to comply with the following requirements.

We not only set high standards for ourselves, but also strive to maintain these values along the entire value creation chain. This is based on the simple realization that responsible action and economic success are not mutually exclusive, but promote one another.



Executive Board

2. Requirements

Child labour and young workers

We adhere to the minimum age for employment in accordance with state regulations.

Work and health protection

We comply with laws relating to occupational health and safety.

No discrimination and no harassment

We pay attention to decency, mutual respect, fairness and trust when working together. We do not accept any form of discrimination or harassment, for example on the basis of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social origin, age, physical or mental limitations, civil status, pregnancy, membership in a trade union or political views.

Prohibition of corruption and bribery

We do not engage in corrupt practices or bribery. This includes, for example, bribes, kickbacks, impermissible donations or other impermissible payments.

Protection of confidential information and intellectual property

We make use of and protect all information in an appropriate manner. In addition, we handle data according to its classification. Data worthy of protection are properly collected, processed, stored and deleted. We protect trade secrets. We do not publish or pass on confidential content to third parties.

All processing of personal data (e.g. collection, storage, collection, use, provision) must be carried out in accordance with the applicable legal requirements on data protection.

Financial responsibility

We are aware of our company's financial responsibility and its business continuity. For this reason, one of the goals of our corporate strategy is to maintain long-term business operations.

Disclosure of Information

Issues relevant to quality that have a negative impact on our products and services are communicated in an appropriate manner.

Fair competition and antitrust laws

We strive for open and fair competition on global markets. No agreements that restrict competition are practised. In doing so, we comply with all applicable competition-relevant and antitrust laws.

Conflicts of Interest

We avoid situations in which personal interests or relationships could conflict with the performance of duties. Decisions are made exclusively on the basis of objective criteria.

Plagiarism

We adhere to appropriate rules so that products and the corresponding knowledge remain in the legitimate value creation chain.

Export controls and economic sanctions

We comply with all applicable laws for the import and export of goods, services and information. We are also committed to observing sanctions lists.

Preservation of Identity and Protection from Retaliation

We establish suitable communication channels so that illegal behaviour can be reported without fear of intimidation. The confidentiality of such reports must be guaranteed as far as possible.

Waste and recycling

We consider the avoidance of waste, reuse, recycling and the safe, environmentally friendly disposal of residual waste, chemicals and waste water in the development, manufacture and subsequent recycling of products and other activities.

Energy consumption and greenhouse gas emissions

We support the generally recognized sustainability standards and certifications and use resources sparingly, in order to preserve natural resources. We minimize the causes of negative effects on the ecosystem and, where possible, avoid them entirely.

Water quality and use

We dispose of waste water from operational procedures, manufacturing processes and sanitary facilities in accordance with legal requirements. In addition, we are introducing measures to reduce the generation of waste water.

Responsible chemicals management

We do not use any products whose raw materials originate from conflict zones or indirectly contribute to the financial support of terrorist groups or human rights violations.

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