



LEHMANN®

Code of Conduct

As a family-owned company in third generation management with deep roots in the region, ethical and moral conduct is an self-obligation to which we are committed. It is the foundation of our corporate philosophy, and forms a significant part of company policy. In this way, we are committed to our social responsibility within the framework of our entrepreneurial activity.

Compliance with legislation and government regulation is as much a matter of course for our company as is compliance with fair working conditions, social and environmental sustainability, transparency as well as the trustworthy and honest treatment of our suppliers and partners.

Careful use of natural resources and efficient use of energy, as well as the avoidance of emissions which are harmful to the environment are essential approaches.

Continuous dialogue with employees is intended to increase the awareness of the impact that each person's behaviour can have in relation to the ethical values and principles and integrity of the company.

Scope

The following cornerstones of our business policy are valid for all companies of the Lehmann Group. In addition, we encourage to the best of our capability, adherence to these principles by our suppliers and throughout the value chain.

Basic Principles of doing Business

Compliance with Laws

We comply with all applicable laws and regulations. As part of responsible corporate management, we expect this from our suppliers and select them accordingly.

Integrity and Human Rights

We act with integrity, righteousness, respect for human dignity and promote this culture within the company. We reject discrimination against race, religion, nationality, faith, gender and ethics and pay particular attention to this in the treatment of our employees.



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We respect the right of freedom of expression.

We respect and comply with the prohibition of child labour, i.e. the employment of children under the age of 15, as well as forced labour.

We promote transparency and responsible leadership and control; corruption and bribery are rejected by the company.

We respect the right of privacy. The provisions of the Basic Data Protection Regulation are complied with and documented.

Workers ' Rights

We respect the rights of our employees and ensure fair working conditions.

We monitor health and safety at work in order to ensure a safe and healthy work environment. In addition, we are constantly looking for further improvements in the conditions.

Pay is based on a performance-oriented and balanced approach and is subject to legal standards and the principle of equal treatment.

Legal working hours and all regulations relevant to occupational protection are adhered to.

Environmental protection

We are committed to an intact environment and the health of our workforce and their families. Compliance with legislation and requirements is therefore a matter of course.

When it comes to procurement, we take into account the environmental relevance of products and services.

All construction activities and investments are subject to rigorous testing and sustainability requirements..



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Communication

We openly communicate the contents of this Code of Conduct to employees, customers and suppliers as well as other interest groups. By sharing and observing the stated values of our company, we intend to achieve a spirit of co-operation and mutual respect between all members of our company community.

Renate Schlüter
Management

Sönke Schlüter
Management