

Code of Conduct for Suppliers / Business Partners, as of Jan.2021

1. Our corporate social responsibility

Respect for freedom and human rights is an essential principle of ID-Lindner's business activities. It forms the framework of our business activities and is a prerequisite for our success. ID-Lindner is committed to the principle of sustainability. This includes the responsible - i.e. efficient and effective - and sustainable use of available resources, today and in the future. ID-Lindner is committed to the ten principles of the "United Nations", in the areas of human rights, labor, environment and anti-corruption.

ID-Lindner is committed to honesty and integrity in all business conduct towards employees, customers, suppliers, competitors and other stakeholders. ID-Lindner recognizes that legal and cultural requirements vary in a global marketplace. ID-Lindner expects all business partners to act with the same fairness, honesty and responsibility in all aspects of their business and to be committed to corporate social responsibility.

This Code of Conduct for Business Partners highlights important standards that are in line with ID-Lindner's values and that we expect our business partners, including our suppliers and distributors, to adhere to and strictly follow.

2. Compliance with laws, rules, legal regulations

The Business Partner shall comply with all applicable laws, rules and regulations in the countries in which it operates and shall take appropriate measures to ensure compliance with such laws, rules and legal requirements.

Combating slavery and human trafficking

The Business Partner will comply with all applicable laws, regulations and legal requirements prohibiting slavery and human trafficking, both in its own business and in its supply chain.

Compliance with antitrust laws

Business Partner shall strictly comply with all applicable antitrust laws, trade practices laws and all other competition laws, rules and regulations dealing, for example, with monopolies, unfair competition and restraints of trade, and relationships with competitors and customers. Business Partner will not enter into agreements with competitors or engage in other acts that could unfairly affect competition, including price fixing or other speech, for example, for the purpose of market allocation.

Fight against corruption

ID-Lindner does not tolerate any form of corruption. Therefore, the business partner will comply with applicable laws and regulations on bribery and anti-corruption, including those relating to any corrupt practices in other countries. The Business Partner will not engage in or condone any form of corruption, bribery, theft, embezzlement or extortion or the use of illegal payments, including payments or other benefits provided to any individual, company or administrative/governmental body.

employees, with the aim of influencing the decision-making process in violation of applicable laws. In particular, the business partner must not offer, or accept, any illegal benefits or illegal favors such as bribes, kickbacks or other illegal benefits, including inappropriate gifts and inappropriate entertainment of ID-Lindner employees for the exchange of business opportunities.

Conflict Minerals

The Business Partner is aware of the applicable legal requirements regarding "conflict minerals" including tin, tantalum, tungsten, their ores and gold from conflict areas and must ensure compliance with these laws. In addition, the Business Partner shall use its best efforts to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights.

Export and import regulations

Business Partner will comply with all applicable import and export control laws, including, sanctions, embargoes and other laws, regulations, government orders and policies controlling the transfer or shipment of goods, technology and payments.

Prevention of money laundering

At ID-Lindner, we expect our business partners to comply with all applicable anti-money laundering laws and not to engage in money laundering activities.

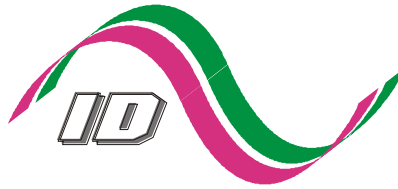
3. Conflict of interest

Employees are expected to act in the best interests of their company. Private interests and personal consideration must not influence business decisions. Both ID-Lindner and the business partner will avoid any activity or situation that could lead to a conflict between the private interests of an ID-Lindner employee or business partner and the business interests of ID-Lindner. A business partner who becomes aware of a conflict of interest will inform ID-Lindner immediately.

4. Respect for human rights, anti-discrimination and empowerment of women

ID-Lindner respects human rights and actively promotes their observance. We adhere to the United Nations Universal Declaration of Human Rights, which also requires economic actors and companies to contribute to the observance of these rights. The business partner will treat all persons with respect and fairness and observe basic human rights, such as those set forth in the United Nations Universal Declaration of Human Rights, including the prohibition of forced or child labor and the provision of adequate wages, benefits, working hours, freedom of association and other fair working conditions in accordance with applicable laws.

Business Partner will maintain an environment free from retaliation, discrimination, and harassment on the basis of sex, age, race, color, ethnicity, culture or national origin, citizenship, religion or religious belief, physical or mental disability, veteran status, sexual orientation, or any other characteristic protected by applicable law.



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ID-Lindner supports the UN Women's Empowerment Principles and believes that empowering women to fully participate in the economy in all sectors is essential to building stronger economies, achieving internationally agreed development and sustainability goals, and improving the quality of life for women, men, families and communities.

ID-Lindner strongly encourages its suppliers to do so:

Join ID-Lindner in formally supporting the UN Principles for the Empowerment of Women.

Ask business partners and colleagues to respect the company's commitment to promoting equality and inclusion.

Respect the dignity of women in all marketing and other corporate materials

5. Product safety, health and environment

With its processes and products, ID-Lindner wants to make a significant contribution to the sustainable use of resources, to environmental protection, and in particular to climate protection. ID-Lindner strives to save resources by continuously gearing all of our business activities towards environmental compatibility and reducing the consumption of energy, water, raw materials, consumables and supplies wherever possible.

The business partner will support ID-Lindner in these efforts. For example, the business partner will undertake to manufacture and supply safe products to ID-Lindner and to create a safe working environment that supports accident prevention and minimizes health risks for the business partner's employees.

The Business Partner shall comply with applicable laws and regulations on environmental protection and shall conserve resources and protect the environment to the maximum extent possible.

6. Data protection, confidential information and intellectual property

The business partner will comply with all applicable laws on data protection.

It is the responsibility of the business partner to ensure that all confidential business information or trade secrets obtained in the course of business activities with ID-Lindner (hereinafter referred to as "Confidential Information") are kept strictly confidential and are not misused or disclosed to third parties. Furthermore, the Business Partner shall protect and safeguard ID-Lindner's intellectual property as Confidential Information.

7. Compliance with this agreement

ID-Lindner considers the provisions of this Agreement, "Code of Conduct for Suppliers / Business Partners, as of Jan.2021", which will be updated when the occasion arises, as essential for the business relationship between ID-Lindner and the business partner. Therefore, compliance with the provisions of this Code is essential for the business relationship between ID-Lindner and the business partner, which is recognized and agreed upon by the business partner.

8. Compliance with this Business Partner Code

ID-Lindner can only oblige the local suppliers to comply with these regulations, or check their compliance, but for all supra-regional and economically significantly larger suppliers, these provisions apply regardless of quite the same! ID-Lindner reserves the right to terminate the business relationship with the business partner immediately in case of violation, subject to the applicable laws!

The Business Partner confirms with signature and stamp to comply with the rules of this Business Partner Code.

Business Partner shall use its best efforts to become familiar with the business practices of its suppliers, subcontractors and other business partners and to require all such suppliers, subcontractors and business partners to comply with this Business Partner Code or the values set forth herein.

The Business Partner and ID-Lindner will discuss all issues relating to this Business Partner Code in a trusting and respectful manner.

The Business Partner is encouraged to report violations of this Code for Business Partners to ID-Lindner. Contact details are available on the ID-Lindner website (www.ID-Lindner.de).

Should publicly accessible, sense and purpose equal, company-owned documents on this topic exist, then the signatures of this document can be waived! In this case, we would like to ask you to enter the link to your documents here:

Link: _____

Acknowledgement to the commitment of the rules of this Code of Conduct:

Company (stamp) Surname, first name of the signatory(ies): Function: Signature: Date: