

CODE OF CONDUCT



ALWAYS THE RIGHT MIX



LÖDIGE
PRECISION TECHNOLOGY

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INTRODUCTION

The Gebrüder Lödige Maschinenbau GmbH stands for responsible and legal conduct.



Dear business partners,

the LÖDIGE Code of Conduct defines our most important principles and rules of behavior. It shows which values we live by and forms the basis of our cooperation in all respects. Our values such as quality, a sense of responsibility, reliability and transparency, as well as behavior that complies with the law and is ethically correct at all times, play a particularly important role here.

We are fully committed to these rules of conduct and encourage our business partners to share our values and principles. Compliance with the LÖDIGE Code of Conduct and the relevant legal provisions is an essential component of our business partners' appearance as credible and reliable partners.

The LÖDIGE Code of Conduct is a living set of rules, adapted to current requirements, for responsible and legally compliant behavior. The LÖDIGE Code of Conduct serves as a guiding principle for our customers, suppliers, service providers and other business and co-operation partners and supplements other contractual agreements between LÖDIGE and its business partners.

The Managing Director of Gebrüder Lödige Maschinenbau GmbH
Maximilian Hoyer

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The business partners shall comply with the applicable national and international laws and regulations as well as the following provisions.



FAIR BUSINESS PRACTICES

Fairness and transparency

Business relationships are characterized by open and fair dealings with one another. Prices and conditions are treated confidentially. Purchasing decisions are made exclusively on the basis of impartial, factual and clearly comprehensible criteria.

Fair competition

LÖDIGE's business success is characterized by the performance and quality of the products and services. Its basis is free and fair competition, which ensures that the best possible prices, benefits and services can be offered.

LÖDIGE expects its business partners to act in a fair and responsible way on the market and to fully commit to complying with applicable competition and antitrust laws. LÖDIGE and its business partners do not participate in competitive or antitrust agreements or agreements with other companies that have the purpose or effect of restricting or preventing competition.

Corruption and bribery

Business relationships are established solely based on impartial criteria. Any kind of illegal payment offers or similar benefits or their acceptance for the purpose of influencing decisions will be rejected. Any behavior that could raise the suspicion of corruption is at the outset to be avoided. The business partners will also comply with relevant country-specific anti-bribery and anti-corruption laws and regulations.

Conflicts of interest

LÖDIGE's business partners shall avoid all conflicts of interest that arise in the business environment due to private interests or other motives. If a business partner is affected by a potential or actual conflict of interest in its activities with LÖDIGE, the business partner is obliged to disclose these conflicts to LÖDIGE immediately.



Money laundering and trade controls

LÖDIGE does not tolerate any activity related to money laundering. LÖDIGE carefully checks the identity of business partners with whom LÖDIGE maintains business relationships. In compliance with national and international laws, business partners ensure that transactions with third parties do not violate trade regulations such as economic embargoes, import and export control requirements or applicable requirements to prevent terrorist financing and money laundering.



PRIVACY AND INFORMATION SECURITY

Personal data, business secrets and other sensitive data of LÖDIGE shall be treated confidentially and protected from unauthorized persons. Corresponding information may only be processed and saved to the necessary extent and within the framework of the applicable laws and regulations.

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FAIR WORKING CONDITIONS

Occupational health and safety

Business partners undertake to constantly promote and further develop the occupational safety and health protection of their employees and business partners. Compliance with applicable legal obligations and requirements should form the basis of day-to-day activities. All hazards to employees that arise in particular from obviously inadequate safety standards, lack of protective measures, lack of measures against excessive physical or mental fatigue and inadequate training and instruction are to be avoided. Reference to such hazards shall not result in disadvantages or penalties for employees.

The use of security forces to protect a project is prohibited if this results in torture or other cruel, inhuman or degrading treatment, if persons are physically or mentally injured or if freedom of association is impaired.

Every employee of the business partners should know the applicable laws, regulations and company-internal guidelines on occupational safety and health of the company.

Working conditions and social standards

The business partners follow the labor laws and international standards applicable in the respective countries. Compensation paid to employees shall comply with all applicable wage and salary laws, including minimum wage requirements, overtime, statutory benefits, working hours and paid vacation. Furthermore, the business partners uphold the equal treatment of all employees in terms of employment and gainful work.

In addition, LÖDIGE expects compliance with the rights of freedom of association and collective bargaining in accordance with the applicable legal provisions.

Prohibition of discrimination and harassment

LÖDIGE does not tolerate any discriminatory behavior by business partners towards LÖDIGE or its own employees. No one may be discriminated against or discriminate others because of their age, parentage, origin, gender, religion or belief, sexual orientation or state of health. Dealings in the business relationship shall be free of harassment or intimidation.

Human and labor rights

Business partners shall recognize the human rights of their employees and treat them with dignity and respect. This also applies to third parties with whom the business partners have a business relationship. Any form of degrading treatment, abuse, harassment, intimidation, or unlawful punishment against workers is strictly prohibited.

Prohibition of child and forced labor

LÖDIGE does not accept any form of child labor. When hiring employees, the age shall generally not be less than 15 years and shall consider the legally applicable compulsory education. In addition, the worst forms of child labor for children under 18 years that are likely to be harmful to the health, safety or morals of the child are prohibited.

Also prohibited are all forms of forced or compulsory labor that a person does not perform voluntarily or under threat of punishment. Also prohibited are all forms of slavery, practices like slavery, servitude, or other forms of domination or oppression.



Harmful use of environment

LÖDIGE does not accept unlawful eviction or unlawful deprivation of land, forests or water bodies if they provide livelihoods for people. In addition, any form of harmful soil alteration, water pollution, air pollution, harmful noise emissions or excessive water consumption is prohibited if it significantly affects livelihoods, impedes or denies access to drinking water or sanitation, or harms the health of persons.

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ENVIRONMENTAL AND CLIMATE PROTECTION

Business partners are expected to comply with all applicable national and international environmental and climate protection laws and regulations and to use natural resources responsibly. In the sense of the precautionary principle the possible environmental pollution shall be checked and avoided or minimized according to the given possibilities. The business partners strive to continuously improve environmental and climate protection and the related issues of eco-friendly technologies, greenhouse gas emissions, water consumption and air quality and to promote the awareness of this among employees.

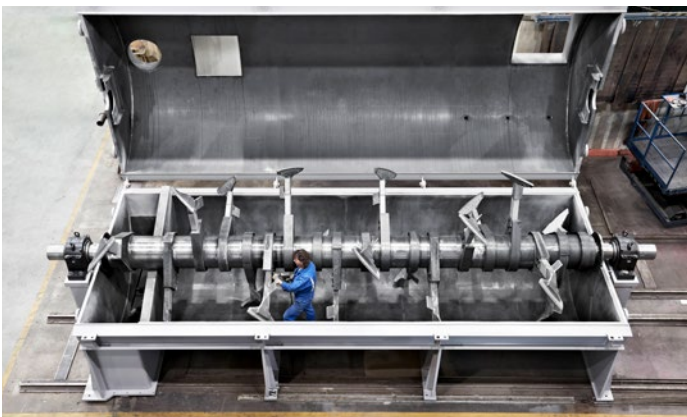
Forbidden and restricted substances

The business partners undertake not to process any forbidden, restricted substances or substances of very high concern such as asbestos, mercury or persistent organic pollutants in their products. In addition, the use and processing of conflict materials is prohibited.

Handling of waste

Business partners shall store, collect, treat and recycle or dispose any waste generated in accordance with applicable regulations. Export of hazardous waste is prohibited if the importing country has banned the import of the hazardous waste or the hazardous waste cannot be treated and recycled or disposed of in an environmentally safe manner in the importing country.





SUPPLY CHAIN

Business partners are responsible for ensuring that their own business partners and suppliers comply with the laws and regulations and the basic principles of this Code of Conduct in fulfilling their contractual obligations. The previously mentioned topics along the supply chain are to be evaluated and possible risks are to be identified by a suitable risk management system. Preventive measures shall be initiated for the identified risks. In the case of upcoming violations or violations that have already occurred, corrective measures that end the risk or violation shall be initiated.

INITIATIVE

LÖDIGE encourages its business partners to join leading initiatives to implement the above-mentioned topics, for example the UN Global Compact or the 17 Sustainable Development Goals. Business partners who can provide certification of their environmental management system or occupational health and safety management system will be given preferential treatment in the awarding of contracts.

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WHISTLEBLOWER SYSTEM

A complaints procedure is publicly available for all LÖDIGE employees, business partners or third parties. The lawyers of the Sieling law firm are LÖDIGE's ombudspersons in compliance matters. The ombudspersons are available as independent, external contacts for information on criminal offenses and legal violations affecting the following areas:

- public procurement
- financial services, financial products and financial markets as well as prevention of money laundering and terrorist financing
- product safety and compliance
- transport safety
- environmental and climate protection
- radiation protection and nuclear safety
- food and feed safety, animal health and welfare
- human rights violations
- occupational health and safety, and labor standards
- public health
- consumer protection
- protection of privacy and personal data, and security of network and information systems
- breaches of the Union's financial interests within the meaning of Article 325 TFEU and as further defined in relevant Union measures
- infringements of internal market rules within the meaning of Article 26(2) TFEU, including infringements of Union rules on competition and State aid, as well as infringements of internal market rules in relation to acts which breach corporate tax rules or in relation to agreements aimed at obtaining a tax advantage contrary to the object or purpose of the applicable corporate tax law

Ms. Carola Sieling and Ms. Anne-Kathrin Titze are professionally bound to secrecy, impartial and will, if requested, follow up on tips even without naming names. Upon receipt of the tip, a confirmation of receipt will be issued. Information will only be passed on to Lödige after consultation and in consultation with the whistleblower. The aim is to help the company clarify compliance violations without the whistleblower having to fear disadvantage or punishment.

External ombudspersons

Contact Person: Kanzlei Sieling

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VIOLATIONS OF THE CODE OF CONDUCT

If business partners become aware of a possible violation of this Code of Conduct, they shall take appropriate steps or report relevant information to LÖDIGE. LÖDIGE will take action depending on the extent of the violation.

Recurring or serious violations of the Code of Conduct can result in suspension or termination of the business relationship.



Adherence to the Code of conduct underlines our commitment to fair business practices, data and information protection, fair working conditions as well as environmental and climate protection.

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LÖDIGE offers high-quality partial systems and service for process engineering applications in various industries in the fields of mixing, granulation, coating, drying, reaction and related processes. Our motivated employees and their expertise in processes, development and production are the key to our success and the success of our partners all over the world. Focusing on core industries and proximity to our customers through local presence is a crucial component of the positive development of our company.

LÖDIGE was founded in 1938 and is a family-run company in the third generation. With the invention of the Ploughshare® Mixer, LÖDIGE provided the industry with a mixing system that can handle a wide range of process applications. This machine is the basis for many innovations in the area of mixing and processing technology.

Industrial mixing and processing technology has been significantly influenced by LÖDIGE and will continue to be so in the future. A large number of patents and more than 35,000 machines and systems demonstrate our experience with customer-oriented system solutions. LÖDIGE operates with more than 500 employees worldwide and supports its customers with a network of subsidiaries, technical offices and agencies.