



Supplier Code of Conduct

Lindapter International is committed to operational excellence, ethical and responsible conduct, fair and respectful treatment of all individuals and practices that promote safety, health and environmental protection. Lindapter's success is based on long-term close relationships with suppliers, customers and other business partners. Our Supplier Code of Conduct informs suppliers of our expectation that they will operate in accordance with internationally recognised standards on Human Rights, Labour Rights, Environment and Anti-Corruption.

1. FUNDAMENTAL PRINCIPLES

Comply with the laws and regulations of each country in which the supplier operates

Where there are differences between the requirements of this Code of Conduct and national laws or other applicable standards, suppliers shall adhere to the higher or more stringent requirements.

Demonstrate and promote commitment to responsible business practice in policies, decisions and activities

Suppliers shall, upon request, provide evidence of compliance with the obligations set out in this Code of Conduct.

2. ANTI-CORRUPTION

Suppliers must not use illegal payments, bribes, kickbacks or other questionable inducements to influence any business transaction. Lindapter prohibits bribery by or of any of its employees.

3. HUMAN RIGHTS

Suppliers must support and respect the protection of internationally proclaimed human rights and ensure they are not complicit in human rights abuses.

Non-discrimination

All employees of the supplier shall have equal opportunities based on competencies, experience and performance regardless of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social background or ethnic origin. All employees should be treated with respect. Discrimination, physical or verbal harassment, or any illegal threats are not tolerated.

Workplace practice

The necessary conditions for a safe and healthy work environment shall be provided for all the suppliers' employees.

Health and Safety

Suppliers shall provide a healthy and safe working environment for all employees, in accordance with international standards and national legislation. Appropriate health and safety information and training should be made available to all employees. Where suppliers provide their employees with accommodation it must, as a minimum, be safe, clean and meet employees' basic needs.

Working hours and remuneration

Suppliers shall comply with applicable laws, agreements and industry standards on working hours and pay.



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3. HUMAN RIGHTS (continued)

Forced labour

Suppliers will not engage in or support forced, bonded or compulsory labour, nor shall the suppliers require any form of deposit or confiscate identification papers from employees.

Child labour

Suppliers shall not use child labour. Suppliers must ensure that no employee is younger than the legal age for employment. Minimum age is the age for completion of compulsory schooling, but not younger than 15 years. Suppliers should abide by the United Nations Convention on the Rights of the Child (1989) and comply with all relevant national and international laws, regulations and provisions applicable in their country of production or operations.

Freedom of association

Suppliers must respect the right of employees to join organised associations of their own choosing and to bargain collectively as permitted by local laws and regulations. Suppliers shall respect the recognised unions. Suppliers should also equally respect an employee's right to refrain from joining a union.

4. ENVIRONMENT

Suppliers should minimise their environmental impact and continuously improve environmental performance. Suppliers should take preventive measures in relation to environmental risks, implement initiatives to promote greater environmental responsibility, reduce waste and encourage the use of environmentally friendly technologies. Actions should be compliant with relevant national and international environmental regulations and standards.

5. CONFLICT MINERALS

Suppliers guarantee that all products provided to Lindapter do not directly or indirectly contain Conflict Minerals, as defined by the United States Dodd Frank Act Section 1502. Lindapter requires suppliers to identify and disclose the source of 3TG minerals (tin, tantalum, tungsten and gold) used in products supplied to Lindapter upon request.

6. REACH

Suppliers guarantee that all products provided to Lindapter do not contain any Substances of Very High Concern, as defined by the REACH Directive 1907/2006/EC. Lindapter requires suppliers to identify and disclose any such substance and the percentage thereof used in products supplied to Lindapter. Where a supplier becomes aware of the inclusion of any such substance they must inform Lindapter immediately.

7. AUDITING

Lindapter reserves the right to verify and audit any suppliers' compliance with this Code of Conduct without prior notice. Audits may be undertaken either by Lindapter employees or by a third party assigned by Lindapter.



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