



Code of Conduct

The L & M Group is a globally active trading company. Sustainability, the protection of the environment, human rights and a fair cooperation is an integral part of our actions.

This Code of Conduct applies to all our business relationships. Our suppliers and their subcontractors must comply with this Code of Conduct in all their business activities and supply chains.

Compliance with the law

Compliance with all applicable laws and regulations.

Prohibition of corruption and bribery

Rejecting any form of corruption, bribery, theft, embezzlement, fraud or extortion.

Avoiding conflicts of interest

Business decisions are made solely in the best interests of the company. Conflicts of interest with private interests or other economic or other activities, including those of relatives or otherwise related persons or organizations, should be avoided from the very beginning. If they nevertheless arise, they must be resolved in compliance with the law. The prerequisite for this is transparent disclosure of the conflict.

Antitrust and competition law

Fair conduct in competition, no involvement in agreements in violation of antitrust law, no abuse of a dominant market position, and no involvement in other anti-competitive business practices.

Data privacy and information security

Compliance with all applicable data protection laws; comprehensive protection of personal data and no processing of personal data without legal authorization.

Prohibition of money laundering and terrorist financing

Compliance with applicable legal obligations to prevent money laundering and terrorist financing, whether direct or indirect.

Protection of company property

The Company's property and resources shall be used properly and carefully and protected from loss, theft or misuse. The company's intellectual property represents a competitive advantage and must therefore be protected from unauthorized access by third parties.

The tangible and intangible property of the company is to be used exclusively for company purposes and not for personal purposes.

Child labor

Compliance with the prohibition and refraining from any kind of child labor.

Discrimination

No person may be disadvantaged, favored or harassed on the basis of characteristics such as gender, skin color, religion, nationality, political or other convictions, ethnic origin, disability, age, sexual orientation and identity or other characteristics.

Forced Labor

Reject any form of forced or compulsory labor, slavery or human trafficking.

Compensation and working hours

Compliance with applicable national legislation on working hours, remuneration, minimum income and social benefits.

Occupational health and safety

Avoidance, identification and reduction of actual and potential accident and health risks, recording and investigation of incidents, training and instruction of employees, provision of suitable work equipment and protective gear, and appropriate emergency care and response measures.

Environmental and climate protection

Efficient and responsible use of resources such as energy, water and raw materials.

Use of technologies to avoid and reduce waste, greenhouse gas emissions, wastewater pollution, pollutant emissions.

Promotion of the reuse of raw materials.