

Lanes & Planes Supplier Code of Conduct

Lanes & Planes GmbH

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Preamble

Lanes & Planes is committed to **socially, ecologically, and ethically responsible corporate governance**. The principles for our own actions are defined in our Code of Conduct.

Lanes & Planes places particular emphasis on **respect for human rights, complying with labor and health standards, protecting the environment, and acting with integrity and responsibility**. We therefore do not tolerate any unethical business practices such as corruption, bribery, forced or child labor, or violations of environmental, labor and social standards. We also expect our employees to respect these principles and integrate them into our corporate culture.

We also want to build our business relationships on these values and expect our suppliers to share them with us in accordance with this Supplier Code of Conduct. This Supplier Code of Conduct establishes **value-based minimum standards** for our suppliers, their employees, and subcontractors, and is intended to ensure that our suppliers comply with the listed standards in our supply chain for goods and services.

We only enter into long-term partnerships with suppliers who also share our values

and view **sustainability** as a central benchmark, just as we do. We therefore do not select our suppliers based solely on economic criteria, but also consider quality, social standards, and sustainability. We also expect our suppliers to make efforts to contractually oblige their subcontractors to comply with the listed standards and regulations.

Lanes & Planes expects its suppliers to **comply with the applicable laws and regulations** of the countries in which they procure, manufacture, offer, or deliver products or services. They should align their actions with international regulations reflected in this Supplier Code of Conduct; it does not replace or override local laws to which suppliers are also subject.

This Supplier Code of Conduct Code of Conduct is based on national and international laws, regulations, and conventions, including the German Supply Chain Due Diligence Act (LkSG), under which we are indirectly obligated through many of our customers, the UN Guiding Principles on Business and Human Rights, the labor standards of the International Labour Organization (ILO), and the EU Regulation on Conflict Minerals.

Social Responsibility

Lanes & Planes requires its suppliers to respect internationally recognized **human rights as well as ILO labor and social standards** and to actively support their protection. This applies both within their own business operations and throughout their supply chain.



Suppliers must not use or tolerate any form of **(modern) slavery, servitude, forced or compulsory labor, human trafficking**, or comparable forms of exploitation, oppression, or degradation (ILO Conventions 29 and 105). They must ensure that their employees work voluntarily. Unacceptable treatment of workers, such as psychological hardship, sexual harassment, or humiliation, must not take place. The use of security forces must be avoided if their deployment leads to inhumane or degrading treatment or injury, or if it restricts freedom of association. Suppliers should actively contribute to eliminating all forms of forced labor and slavery.

Suppliers must not engage in **child labor**, especially the worst forms of child labor (ILO Conventions 138 and 182). They should actively work to eliminate child labor. At no stage of production may child labor be used. Suppliers are urged to follow ILO recommendations on the minimum age for employment, which should not be less than the age at which compulsory schooling ends under local law and in any case not less than 15 years. If children are found working, the supplier must document the measures taken to remedy the situation and ensure that the children can attend school. Young workers under 18 years must not be employed for tasks harmful to their health, safety, or morality. Special protection provisions must be observed.

Our suppliers must provide a **safe and healthy work environment** and comply with applicable laws at the workplace (ILO Conventions 155, 164, and 187). By establishing and implementing adequate occupational safety systems, necessary precautionary measures are taken against accidents and health hazards that may arise in connection with work. Excessive physical or mental fatigue must be prevented through appropriate measures. Employees must also be regularly informed and trained on applicable health and safety standards and measures. Employees must have access to sufficient drinking water and clean sanitary facilities. Working hours must comply with applicable laws or industry standards (ILO Conventions 1 and 14).

Lanes & Planes expects its suppliers to respect **freedom of association**, including the right to form employee representation and the right to collective bargaining, and to actively support their recognition (ILO Conventions 87 and 98). Suppliers must ensure that security forces are not used to restrict freedom of association. We encourage suppliers to promote constructive and transparent dialogue between employees, their representatives, and management to address internal conflicts and complaints about working conditions.

Lanes & Planes expects its suppliers to promote a **non-discriminatory and respectful work environment** in which all employees are treated equally, regardless of national, ethnic, or social origin, skin color, gender, age, health status, sexual orientation, religion, or belief. We do not tolerate harassment of any kind (ILO Conventions 100 and 111). The personal dignity, privacy, and rights of each individual must be respected.

Lanes & Planes expects its suppliers to pay employees timely, **adequate, and fair wages** according to the principle of equal pay for equal work - at least the minimum wage set by applicable law or industry standards, whichever is higher (ILO Conventions 26 and 131). If wages are insufficient to cover the cost of living and provide a minimum level of savings, the supplier is obliged to increase them accordingly. Employees must receive all legally required benefits. Wage deductions as disciplinary measures are not permitted. Suppliers must ensure that

employees receive clear, detailed, and regular written information about the composition of their wages.



Suppliers must not infringe on **rights to land, forests, or water**, whose use secures the livelihood of people (§ 2 (2) Nos. 9 and 10 LkSG). Harmful soil changes, water and air pollution, noise emissions, and excessive water consumption must be avoided if they harm people's health, significantly impair the natural basis for food production, or prevent access to clean drinking water or sanitation.

Responsible sourcing of minerals is important to Lanes & Planes. Therefore, their use, source, and origin in our supply chain must be traceable. To avoid the use of raw materials that directly or indirectly finance armed groups or violate human rights, we work closely with our direct suppliers. We expect our suppliers to follow the EU Conflict Minerals Regulation when sourcing minerals.

A man with a beard and a dark cap is sitting in a train, looking out the window. Outside the window, several white wind turbines are visible against a hazy, mountainous landscape. The scene is captured in a cinematic style with soft lighting.

Ecological Responsibility

We expect our suppliers to continuously strive to identify and minimize the negative environmental impacts of their actions and actively contribute to **environmental and climate protection**. For Lanes & Planes, responsibility for environmental and climate protection means prudent and efficient use of resources. Suppliers should develop, produce, and deliver their products and services in such a way that the consumption of natural resources, as well as the amount of waste, wastewater, emissions, and other negative environmental impacts, are minimized or avoided. This applies to their raw materials, production, (re-)use, recovery, and disposal.

It is particularly important to Lanes & Planes that suppliers support our efforts in **climate protection, minimizing harmful climate impacts, and limiting global warming**. Therefore, we encourage our suppliers to set their own climate protection goals. This includes creating transparency about their own emissions as well as those in the upstream and downstream supply chain. They should set corresponding targets and take appropriate measures to avoid, reduce, and offset greenhouse gas emissions.

Suppliers must comply with all national and international environmental standards and laws applicable at their business location. Lanes & Planes also expects suppliers to refrain from **harmful soil changes, water and air pollution, harmful noise emissions,**

or excessive water consumption that significantly impair the natural basis for maintaining and producing food, deny people access to clean drinking water, hinder access to sanitation, or harm people's health.

Lanes & Planes is aware of the risks posed to individuals by the use of **hazardous substances, chemicals, and materials**. Lanes & Planes therefore expects its suppliers to apply procedures that take environmental, health, and safety aspects into account. If suppliers use such substances, they must label them in accordance with applicable regulations and ensure that they are handled, transported, and stored safely, and can also be reused, recycled, or disposed of properly (cf. Minamata Convention on Mercury, Stockholm Convention on Persistent Organic Pollutants, and Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal).



A woman with shoulder-length brown hair, wearing a light-colored blazer over a white shirt, stands in an office setting. She has her arms crossed and is smiling slightly. The background is softly blurred, showing office furniture and a potted plant. The overall lighting is warm and professional.

Ethical Business Conduct

Lanes & Planes's suppliers must conduct their business **ethically**. In particular, they must never - either directly or through third parties - offer or promise a personal or inappropriate benefit with the aim of gaining an advantage. Nor may they accept such a benefit in exchange for favoring a third party. Lanes & Planes expects its suppliers to oppose corruption in all its forms, including extortion and bribery, as well as money laundering, and to explicitly prohibit such acts in their business activities. Lanes & Planes's suppliers must be fair competitors and comply with all applicable anti-trust laws.

Lanes & Planes expects its suppliers to meet all legal, contractual, and regulatory requirements for **data protection and information security**, such as implementing appropriate data protection measures. In particular, we expect that privacy is ensured in technical systems and applications already at the design stage and through privacy-friendly default settings ("privacy by design"). This especially concerns the protection of personal data.

In addition, suppliers must protect all **confidential information as well as the intellectual property** of Lanes & Planes and its business partners. Technology and know-how transfers must be carried out in a way that protects confidential information and intellectual property rights.

Lanes & Planes encourages all suppliers to establish an appropriate **reporting and monitoring system for the protection of human rights, labor and social standards**, as well as climate and environmental protection, in order to adequately identify, assess, remedy, and prevent risks and violations within their own business and supply chain. Suppliers are responsible for training their employees and subcontractors on how violations of the Supplier Code of Conduct can be reported. The procedure must be accessible to these persons while maintaining confidentiality of their identity and effective protection against reprisals.





Suppliers must **adequately address** the protection of human rights, labor and social standards, climate and environmental protection, and integrity in their own supply chains.

Lanes & Planes reserves the right to request **information and evidence** from its suppliers regarding compliance with human rights, labor and social standards, climate and environmental protection, ethical business conduct, and agreed quality standards.

We expect our suppliers to identify risks within their supply chains and take appropriate measures against them. In the event of suspected violations, as well as to secure supply chains with increased risks, suppliers must promptly inform us of the identified violations and **risks** and the measures taken and immediately provide necessary **remedies**. If remedies cannot be implemented within a foreseeable timeframe, the supplier must promptly notify us and jointly develop and implement a concept with a timeline to end or minimize the violation. If Lanes & Planes's expectations are not met, we will reconsider the continuation of the business relationship and may terminate it.

References

Core labor standards of the International Labor Organization (ILO)
normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12000:0::NO:::

German Supply Chain Due Dilligence Act (Lieferkettensorgfaltspflichtgesetz - LkSG)
www.gesetze-im-internet.de/lksg/index.html#BJNR295910021BJNE000101000

Regulation (EU) 2017/821 on Conflict Minerals
eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:L:2017:130:TOC

UN Guiding Principles on Business and Human Rights
www.globalcompact.de/mediathek/publikationen/publikation/un-leitprinzipien-fuer-wirtschaft-menschenrechte-de-engl

Stockholm Convention on Persistent Organic Pollutants
www.pops.int/TheConvention/Overview/TextoftheConvention/tabid/2232/Default.aspx

Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
www.basel.int/TheConvention/Overview/TextoftheConvention/tabid/1275/Default.aspx

Minamata Convention on Mercury
minamataconvention.org/en/documents/minamata-convention-mercury-text-and-annexes

Pariser Agreement
treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=XXVII-7-d&chapter=27&clang=_en



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