

Sustainability and corporate responsibility are important elements of modern corporate management at Leichtmetall Aluminium Giesserei Hannover GmbH (LAGH) and an essential part of our processes.

We are aware of our responsibility and integrate it into our corporate concept and business strategy. With our Code of Conduct, we want to demonstrate our values and our actions both in our interactions with each other, as well as, towards our customers and other business partners.

We commit ourselves to the proper administration of our processes in the areas of environment, social affairs and corporate management.

LAGH undertakes to comply with these standards and also to promote compliance among business partners and to monitor compliance where necessary.

Respect

We respect the dignity of the human being. There is zero tolerance for any form of discrimination or harassment based on gender, race, color, religion, ideology, political opinion, sexual identity, ethnic origin, age, or disability.

Labor rights

The high level of commitment of employees in the workplace is counterbalanced by the company's social obligation to ensure optimum working conditions.

This includes compliance with applicable laws and regulations on working hours, wage floors, and respect for the freedom of association and assembly of our employees in accordance with applicable laws. Based on the International Labor Organization (ILO) and the applicable national regulations, we ensure compliance with the employee rights.

Health and occupational safety

Safety takes absolute priority over all other corporate objectives. We are committed to ensure that all employees can perform their tasks safely and remain healthy.

LAGH complies with the applicable national health and safety legislation and is certified to ISO 45001.

Human rights: forced labor/modern slavery, child labor, human trafficking

The United Nations Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms specify the requirements and expectations of the international community with regard to respect and observance of human rights. We respect, protect and promote the applicable regulations for the protection of human and children's rights worldwide as fundamental and universally applicable requirements. We reject any use of child, forced and compulsory labor as well as any form of physical/psychological violence or corporal punishment, modern slavery and human trafficking. This applies not only to cooperation within our company, but of course also to the behavior of and towards business partners.

Corruption, bribery, integrity

We always separate company interests from our own interests.

Our employees must protect the interests of LAGH and may not use their professional position in relation to business partners and/or their employees for their own benefit or the benefit of third parties.

The creation of personal dependencies or obligations to business partners is not permitted. This is the only way to ensure that decisions are made objectively and in the best interests of the company. Business ethics and integrity secure our credibility. Misconduct and violations of our principles and guidelines can have serious consequences not only for each individual but also for our company and will therefore not be tolerated. We reject all forms of corruption, including bribery and extortion, in accordance with the "United Nations Convention against Corruption of March 13, 2006".

Environmental protection

In order to preserve and conserve natural resources, as well as to protect people and the environment, all LAGH processes are continuously reviewed and adapted.

We follow this objective with:

- Resource-saving production
- Maximum recycling quota
- Avoidance and recycling of waste
- Keeping air and water clean

All national standards are fulfilled by LAGH and anchored in the company through the certifications according to ISO 14001 and ISO 50001.

Fair competition

LAGH is committed to free and fair competition and compliance with antitrust laws.

Responsibility

We expect our managers in particular to base their own behavior on the guidelines of our Code of Conduct and thus fulfill an appropriate role model function. Being Integer means that everyone takes responsibility for their actions. We therefore rely on the joint responsibility of management, executives, all employees, all suppliers, service providers, and customers in complying with our guidelines.



Hannover, den 19.01.2023, CEO