



Code of Conduct

This Code of Conduct sets out the fundamental principles and expectations placed on the partners and service providers of The Lion Group GmbH and its subsidiaries Lion Work Solution GmbH, Lion Electronic Solution GmbH, and Lion Smart Equipment Solution GmbH. These requirements are designed to ensure legal compliance, ethical business conduct, and environmental responsibility. The Lion Group GmbH and its subsidiaries Lion Work Solution GmbH, Lion Electronic Solution GmbH, and Lion Smart Equipment Solution GmbH reserve the right to reasonably update this Code of Conduct in light of changes in legal, regulatory, or internal compliance standards. In such cases, The Lion Group GmbH and its subsidiaries Lion Work Solution GmbH, Lion Electronic Solution GmbH, and Lion Smart Equipment Solution GmbH expect their partners to accept and implement such changes in good faith.

The partner or service provider hereby declares its commitment to the following principles:

1. Legal Compliance

- To comply with all applicable national and international laws and regulations, in particular those relating to fair competition, financial services, consumer protection, and data privacy.

2. Prohibition of Corruption and Bribery

- To tolerate no form of, and not to engage in, any form of corruption, bribery, or unlawful inducement.
- This includes any payment, gift, or advantage offered to public officials or business partners to gain an improper business advantage.

3. Data Protection and Information Security

- To comply with all applicable data protection laws, particularly the EU General Data Protection Regulation (GDPR).
- To ensure that all personal data is processed lawfully, transparently, and securely, and only for legitimate business purposes.
- To implement appropriate technical and organizational measures to protect data from unauthorized access, loss, or misuse.

4. Respect for Human and Labor Rights

- To support and respect internationally recognized human rights.
- To ensure equal opportunities and non-discrimination in employment.
- To refrain from any form of forced or child labor.
- To prohibit any degrading, threatening, or exploitative behavior, including harassment of any kind.





5. Fair Working Conditions

- To guarantee fair remuneration and comply with applicable minimum wage and working time laws.
- To respect employees' rights to freedom of association and collective bargaining within the limits of applicable laws.

6. Health and Safety

- To provide a safe and healthy working environment for all employees.
- To identify and minimize workplace hazards and conduct appropriate safety training.
- To establish or use an adequate occupational health and safety management system.

7. Environmental Responsibility

- To act in accordance with environmental laws and international standards.
- To minimize environmental impact and promote sustainable practices.
- To establish or maintain an environmental management system appropriate to the scale of operations.

8. Supply Chain Responsibility

- To make reasonable efforts to ensure that subcontractors and suppliers also comply with the principles set out in this Code of Conduct.
- To apply non-discriminatory practices in the selection and treatment of suppliers.

Code of Conduct Contact:

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