



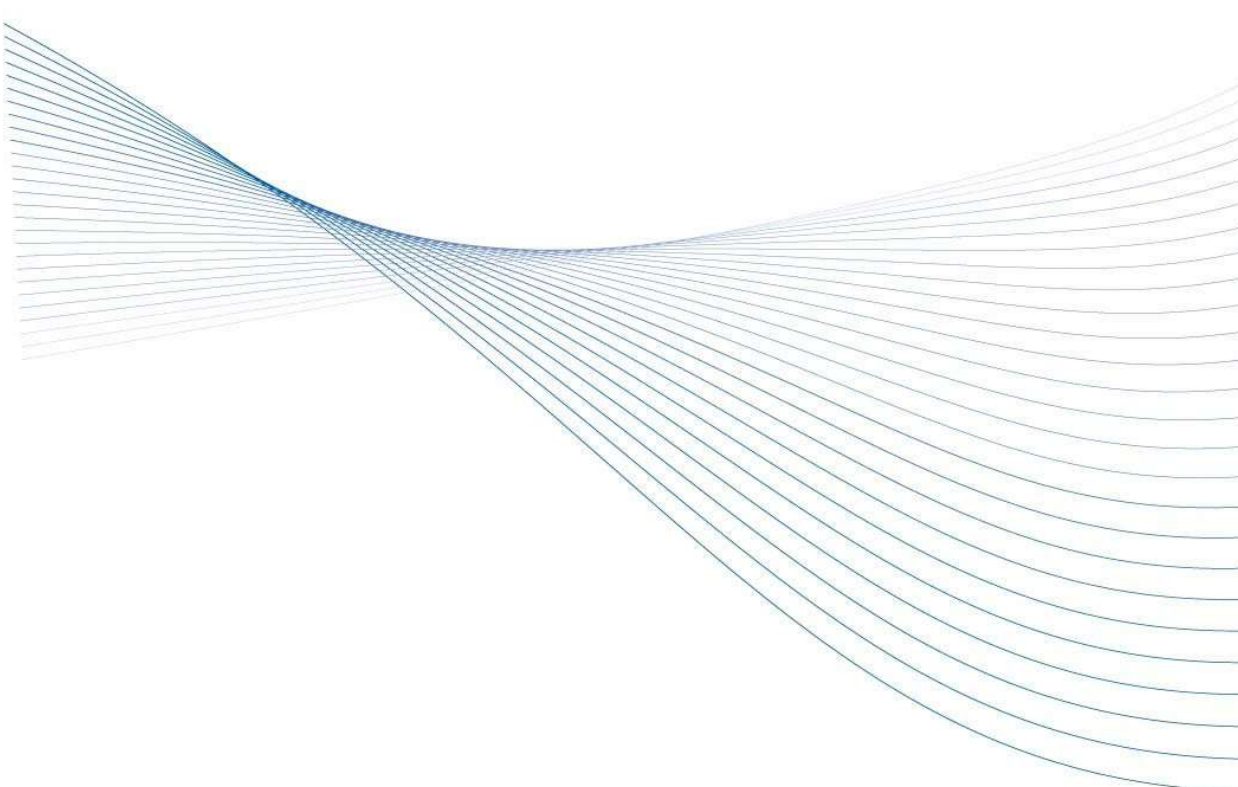
## **Sustainability Guidelines**

For

LPKF Laser & Electronics SE

LPKF SolarQuipment GmbH

LPKF WeldingQuipment GmbH



# Sustainability Guidelines

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### 1 Scope of Application

LPKF Laser & Electronics SE is a leading provider of laser-based solutions. This policy contains the guidelines for sustainability, based on the 10 principles of the Global Compact of the United Nations, and it applies to LPKF Laser & Electronics SE, as well as its subsidiaries and sales companies worldwide. At LPKF, sustainability is anchored in the group strategy and corporate goals. Based on the Sustainable Development Goals, LPKF has defined key topics and goals.

### 2 Responsibility in Management

The Management Board is responsible for creating the structural and organisational requirements throughout the LPKF Group to ensure complete and permanent compliance with this guideline. For this reason, there has been established a dedicated ESG Department at Board level. In addition, the responsibility for concrete compliance with the present Policy lies with the respective top management. Employees receive extensive training in order to be able to meet sustainability requirements.

### 3 Guidelines

#### 3.1 Working Conditions and Human Rights:

- We do not tolerate child labour. Trainees who are not yet of legal age are subject to special protection.
- We pay fair wages so that our employees and their families have a decent standard of living.
- Every manager ensures that their employees do not exceed the statutory working hours.
- Our employees have the right to adequate rest in the form of free time and holidays.
- We do not tolerate forced labour or any other form of modern slavery.
- Any form of harassment or discrimination towards our employees, suppliers, customers and other stakeholders is prohibited.
- Nobody may be disadvantaged or excluded because of their gender, ethnic origin or for other reasons.
- Our employees have the right to elect their own representatives. No one should be worried about being sanctioned or disadvantaged if they represent the interests of others.
- The company is committed to protecting workers from retaliation when they report incidents, hazards or risks.
- Our employees have the right to freedom of assembly.

#### 3.2 Environment

- We do our part to protect the climate and work to continuously improve our environmental balance.
- In accordance with our sustainability strategy, we are committed to using water in an environmentally friendly manner.
- In accordance with our sustainability strategy, we are striving to achieve CO2 neutrality at our production sites by 2030. We avoid waste and where this is not possible, we strive to steadily increase the recycling rate. We strive for optimisation at product level and in our daily processes.
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- We avoid environmentally hazardous substances and regularly check the possibilities of avoidance or substitution.
- With our products, we make a direct or indirect contribution to promoting environmentally friendly technologies.

#### 3.3 Occupational Health and Safety

- We operate an occupational health and safety management system in accordance with ISO 45001 and therefore base or work on an international standard.
- We implement our emergency management with the aim of reducing the risk for all employees to a minimum.

- The health of our employees is important to us. That is why our offers for health care go beyond the legal framework.
- We consult and involve our employees in all aspects of health and safety at work.

### 3.4 Supply Chain

- Every supplier must commit to the LPKF Code of Conduct, based on the 10 principles of the United Nations Global Compact, or a comparable guideline.
- New suppliers are already evaluated for their sustainability aspects during qualification.
- The main suppliers are checked as part of the annual supplier assessment with regard to their development in terms of sustainability aspects.
- We work in partnership with our suppliers and support them in all aspects of sustainability.
- Our suppliers must comply with our guidelines on working conditions, human rights and the environment, as described in this document.

## 4 Other Applicable Documents

- LPKF Compliance Code
- Notice Management Policy

Garbsen, 28/04/2023



Dr. Klaus Fiedler

CEO



Christian Witt

CFO