

LM INTERNATIONAL SUPPLIER CODE OF CONDUCT

All LM International Sudan's Suppliers (Supplier) are expected to comply with the following Code of Conduct and are responsible for encouraging, advocating, and promoting the dissemination of these ethical standards.

The Supplier is requested to make the principles of the Code of Conduct known to any subcontractor or affiliate used by the Supplier and to encourage them to adhere to these standards. The Code applies to all LM International Suppliers, their employees, agents, subcontractors, and affiliates. Suppliers are required to sign and confirm their commitment to these standards.

1. RESPECT FOR HUMAN RIGHTS

LM International expects its suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses. Suppliers must respect the dignity and worth of all persons, including equal rights for men and women, in accordance with the European Convention on Human Rights and its protocols.

Suppliers must ensure an environment free of violence, sexual exploitation or abuse, harassment, coercion, corporal punishment, or any form of inhumane treatment.

2. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers shall respect the rights of workers to freely associate, organize, and bargain collectively in accordance with local laws and international labor standards.

3. FAIR WAGES AND WORKING HOURS

Suppliers must ensure that employees receive at least the minimum wage mandated by law, including compensation for overtime. Working hours must comply with applicable laws and regulations.

4. CHILD LABOUR

Suppliers must not employ: (a) children under 14 years of age or, if higher, the minimum age allowed by local law, or (b) persons under the age of 18 for hazardous work that could harm their health, safety, or morals.

5. FORCED LABOUR

Suppliers must not engage in any form of forced, bonded, or involuntary prison labor.

6. WORKING CONDITIONS

Suppliers must provide safe and healthy working conditions in line with ILO conventions on Occupational Safety and Health and Hours of Work. Suppliers must prevent harassment, abuse, or threats—physical, verbal, sexual, or psychological—in the workplace.

7. NON-DISCRIMINATION

Suppliers must not discriminate based on race, color, gender, language, political opinion, caste, national origin, union affiliation, sexual orientation, age, disability, or other distinguishing characteristics. Employment decisions must be based on merit and job-related criteria.

8. ENVIRONMENT

Suppliers must comply with international environmental agreements and applicable environmental laws. They should support a precautionary approach, promote sustainability, manage hazardous materials responsibly, and minimize waste, emissions, and resource use through reduction, recycling, and efficient practices.

9. MATERIAL SOURCING

Suppliers shall avoid sourcing materials from areas associated with conflict or human rights abuses and are encouraged to trace and disclose the origin of key raw materials.

10. DATA PROTECTION AND CONFIDENTIALITY

Suppliers must protect confidential information and comply with data protection laws. Any sensitive or proprietary information related to LM International must be handled with the highest level of confidentiality.

11. WHISTLEBLOWER PROTECTION

Suppliers shall establish safe, anonymous grievance mechanisms for employees to report misconduct or violations of this Code. Retaliation against whistleblowers is strictly prohibited.

12. ILLEGAL ACTIVITY

Suppliers must not engage in any form of illegal activity.

13. ANTI-CORRUPTION

Suppliers must uphold high ethical standards and not engage in corruption, bribery, embezzlement, fraud, extortion, money laundering, favoritism, or any misuse of power for private gain. Suppliers must disclose any potential conflicts of interest.

14. TERRORISM

Suppliers must not engage in transactions with or provide support to individuals or entities involved in terrorism, as defined in relevant international conventions and UN resolutions.

15. MINES AND WEAPONS

Suppliers must not engage in the development, production, or trade of mines, weapons, or related components, including firearms, chemical, biological, or nuclear weapons.

16. TRANSPARENCY, MONITORING, AND ACCOUNTABILITY

Suppliers have a duty of full disclosure of relevant information and must allow LM International to verify compliance through audits or assessments. Breaches may result in immediate termination of contracts at no cost to LM International.

ACKNOWLEDGEMENT

[Supplier Name/Company Name]

[Print Name and Title of Supplier Representative]

[Place and Date]

[Signature]