

Lehmann&Voss&Co. KG · P.O. Box 30 34 24 · 20311 Hamburg · Germany

To whom it may concern

Alsterufer 19  
20354 Hamburg  
Germany  
Phone +49 40 44 19 70  
Telefax +49 40 44 19 72 19  
Internet www.lehvoss.com  
Local Court of Hamburg  
Commercial Register No.  
HRA 39518

Your Ref .	Your Message dated	Our Ref .	Phone	Date
		MBA/HR	(040) 44197- 277	11 March 2021

Dear Ladies and Gentlemen

We have received numerous enquiries on the subject of "Compliance" and the "Code of Conduct", some of which are quite varied, and we would like to answer them uniformly as follows:

It has always been and will continue to be part of the [Values & Guidelines of the LEHVOSS Group](#) to conduct all affairs and business in compliance with all relevant domestic and foreign laws. This includes (but is not limited to) laws on antitrust, corruption, accounting and taxation, customs, export control, money laundering, conflict minerals, occupational health and safety, minimum wage, environmental protection, third party intellectual property rights and trade secrets, data protection, etc.. To this end, we have adopted this [LEHVOSS Code of Conduct](#) and have written to our suppliers to do the same.

Furthermore, we see ourselves rooted in the tradition of the "Honourable Hamburg Merchant".


We are pleased to inform you that we have also been a signatory of the UN Global Compact since December 2017. We are committed to supporting [The Ten Principles of the Global Compact](#) in the areas of human rights, labour standards, environmental protection and anti-corruption, and to integrating the Global Compact and its principles into our corporate strategy, corporate culture and day-to-day business, as well as participating in cooperation projects that promote the general goals of the United Nations, in particular the [17 Sustainable Development Goals](#).

In order to promote and implement this corporate policy, LEHVOSS expects that also the companies that cooperate with LEHVOSS, provide services or act for or on behalf of LEH-VOSS, such as suppliers, authorised dealers, commercial agents or sales representatives, agree to observe and comply with this corporate policy with regard to their own actions when they perform their activities for or on behalf of LEHVOSS.

Of course, we also comply with the regulations that govern the marketing of our products, such as REACH, food and drug legislation.

We hope that we have met your expectations and will be happy to answer any questions you may have.

  
ppa. Hubertus Richert  
Company Counsel

  
i.V. Markus Barwich  
Head of Quality Management