Code of Conduct of LaVision GmbH

1 Introduction / Preamble

LaVision GmbH (hereinafter referred to as “LaVision”) is a globally leading provider of optical measurement, imaging and analysis systems for scientific and industrial applications, particularly in the field of imaging (laser-based) flow measurement technology. The company develops and delivers integrated complete solutions in optical metrology and, through its innovations, makes a significant contribution to the ongoing advancement of imaging measurement technologies, novel optical sensors, spectroscopic methods, lasers, measurement technologies and software tools.

LaVision is committed to ecologically and socially responsible corporate governance. We also expect our employees to observe the principles of ecological, social and ethical conduct and to integrate them into our corporate culture. Furthermore, we strive to continuously optimize our business activities as well as our products and services with regard to sustainability and encourage all employees to contribute to this in the spirit of a holistic approach.

The Code of Conduct of LaVision GmbH (hereinafter referred to as the “CoC”) is based on the principles of nationally and internationally recognized standards for responsible corporate governance. These include, among others, national laws and regulations such as the German Supply Chain Due Diligence Act (LkSG), which refers to the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD), as well as the labour and social standards of the International Labour Organization (ILO).

Every activity carried out for LaVision GmbH must comply with this CoC as well as with all laws, regulations, provisions and guidelines applicable to the respective activity. This CoC applies to all employees and managers of our company. Our managers are required to act as role models and to continuously ensure that employees are supported in implementing the principles of conduct. Management commits to providing the necessary framework conditions for this purpose.

1.1 Our Mission Statement (excerpt)

“We promise our customers outstanding technical and scientific expertise combined with high and reliable product quality. We are committed to complying with binding obligations, such as legal and contractual requirements, to keeping our promises and to acting sustainably. Competitive quality products with a high degree of innovation and the systematic fulfilment of customer requirements are the cornerstones of our current and future successful corporate strategy. The necessary conditions in the workplace, in the organizational structure for optimal and efficient work processes, as well as our quality management system, are continuously improved, further developed and reviewed regarding their effectiveness.”

2 Our Basic Principles

We inseparably link our commitment to conducting all business activities in an ethical and legally compliant manner with respect for human rights. In particular, LaVision expects all employees to comply with the following social and ecological basic principles.

2.1 Social Responsibility

Our highly motivated employees work in a creative and attractive working environment with a balanced work-life relationship and thus deliver competitive quality products and services. Employee satisfaction, together with necessary and appropriate investments, forms the solid foundation for successful action in the interest of our customers.

Respect for Human Rights

We are committed to strict compliance with applicable human rights. This includes compliance with youth employment protection regulations as well as the prohibition of child labour, forced labour, slavery and comparable exploitative practices. Our employees are treated fairly and are free from sexual harassment, physical abuse, mental or physical coercion or verbal abuse. Furthermore, we respect the right of workers to freedom of association, to join trade unions, to appeal to employee representatives or to be members of works councils.

Health and Safety in the Workplace

We are committed to maintaining a safe and healthy working environment. By observing applicable occupational safety standards and obligations, we take necessary preventive measures against accidents and health risks that may arise in connection with our activities. These include safe work processes, appropriate controls, preventive maintenance measures and protective equipment such as personal protective equipment, fire protection plans and emergency plans. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

Prohibition of Discrimination

Respectful and exemplary interaction in daily working life is of the highest priority for us. We do not tolerate discrimination against employees in any form. This applies, for example, to discrimination based on ethnic, national or social origin, skin colour, gender, religion, belief, age, disability, pregnancy, sexual orientation or political views, insofar as these are based on democratic principles and tolerance of differing opinions. The personal dignity, privacy and personal rights of everyone are respected.

Fair Working Conditions

We comply with the applicable provisions of labour law. Regulations on working hours, remuneration, leave, sickness, maternity protection, childcare and mobile working are implemented by LaVision in such a way that employees are enabled to achieve a good balance between work and private life.

Complaints Office

LaVision has established a reporting office for information regarding criminal offences, administrative offences or other human rights or environmental violations. The requirements for this reporting office are governed by the German Whistleblower Protection Act (HinSchG). Reports may be submitted to LaVision via the following channels:

E-mail to beschwerde@lavision.de or complaint@lavision.com

Reports are treated confidentially. Reporting persons are protected from disadvantages in accordance with the applicable statutory provisions.

2.2 Ecological Responsibility

Compliance with Legal Requirements

We are committed to complying with all legal requirements and other binding obligations relating to environmental protection and sustainability.

Increasing Energy and Resource Efficiency, Reducing Environmental Impact

We use environmental resources responsibly and avoid hazards to people and the environment. We optimize procedures and processes with the aim of reducing the use of raw materials, waste and greenhouse gas emissions. In view of advancing climate change, we continuously increase the share of renewable energy and strive to steadily improve the energy efficiency of our processes and facilities.

We maintain an environmental management system with which we assess our environmental aspects and pursue objectives to improve our environmental performance. This system is part of a sustainability management framework, within which we plan to prepare a report in accordance with the German Sustainability Code (DNK) in the future. In doing so, we aim to work closely with our employees in order to incorporate their individual contributions.
The environmental management system is established and certified in accordance with ISO 14001.

2.3 Ethical Business Conduct

We promise our partners fair cooperation for mutual benefit, the joint further development of high-tech products and constructive collaboration in joint scientific projects.

Fair Competition

Employees ensure that their business practices comply with applicable antitrust and competition law. Employees do not enter into any unlawful agreements with competitors and do not engage in any activities that could unfairly restrict competition. This includes, for example, price-fixing or market allocation.

Export Restrictions and Sanctions Control

We are committed to unconditional compliance with all applicable export control and economic sanctions laws.

Integrity, Improper Advantage and Conflicts of Interest

Our business activities are based on the highest standards of integrity. We pursue a zero-tolerance policy towards all forms of bribery, corruption, extortion and embezzlement. This applies to all activities between LaVision employees and employees or representatives of governmental, public, national or international organisations or other third parties, in both the public and private sectors. In our business relationships, we seek to identify and avoid conflicts of interest. Employees are obliged to comply with all locally applicable anti-bribery laws. Our financial transactions are recorded and subject to review.

Data Protection

We are committed to meeting the reasonable expectations of our clients, suppliers, customers, consumers and employees regarding the protection of private information. Employees must comply with applicable data protection and information security laws as well as regulatory requirements when collecting, storing, processing, transmitting or disclosing personal information.

Confidentiality and Intellectual Property

We respect intellectual property rights. Technology and know-how transfers must be conducted in such a manner that the intellectual property rights of our customers, suppliers and other business partners are protected.