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Preamble

LGT places considerable emphasis on long-term collaboration, trust, sustainability and social responsibility. And LGT ensures these values are reflected and respected when choosing and collaborating with business partners.

The present Code of Conduct is intended to ensure that LGT suppliers act in accordance with internal (LGT Code of Conduct) and external guidelines such as internationally recognized standards regarding human rights, working conditions, the environment and integrity.

Compliance with the LGT Supplier Code of Conduct is an integral part of any kind of business relationship between LGT and the supplier and applies to all LGT suppliers worldwide. It extends to all the supplier's employees, regardless of their role or employment status. The LGT Supplier Code of Conduct is also binding for employees without a contract and those employed on either a temporary or part-time basis. Suppliers must ensure that both their employees and their own suppliers are familiar with, acknowledge and comply with the principles set out below. LGT expressly reserves the right to end the respective collaboration with the supplier in the event of non-compliance with this Supplier Code of Conduct.

This Code is based on

- the LGT Code of Conduct.
- the Universal Declaration of Human Rights adopted by the United Nations.
- the UN Convention on the Rights of the Child.
- the International Labour Organization (ILO) fundamental conventions and international labor standards.
- the principles of the UN Global Compact.

Ethics

Fair competition

LGT expects both suppliers and their subcontractors to comply with all relevant legislation and respect the principle of fair competition. Any activities with a negative impact on free competition, including the formation of cartels or pricing agreements, are prohibited.

Integrity

LGT expects of its suppliers a high level of integrity. Blackmail, corruption and embezzlement are strictly forbidden. Suppliers must not offer or accept bribes or other illicit incentives.

Intellectual property

Any commercial, financial and technical data as well as any business correspondence from LGT must be treated as confidential and as property of LGT which must not be exploited for illicit purposes or used in any other way.

Complaints management

Employees should be encouraged to report any concerns or illicit activities at their workplace without incurring any sanctions from their employer. Reports must be treated as strictly confidential. Where required, suitable measures must be taken to remedy anything that might be wrong.

Work

Freely chosen employment

Any form of forced labor is prohibited. The ban covers in particular any work associated with forced contracts or slavery or work imposed against the will of the employee.

No child labor

Child labor is prohibited. Suppliers must comply with the UN Convention on the Rights of the Child and the relevant ILO convention. Among other things, children must be protected, according to Article 32 of the summary version of the UN Convention on the Rights of the Child, against any work which would have a negative impact on their health, education or development. The minimum age for starting work must not be lower than 15 (see the relevant ILO convention).

No discrimination

Suppliers must provide a workplace free from any harassment and/or discrimination on the grounds, for example, of race, nationality, skin color, gender, language, religion, political persuasion, sexual orientation, marital status, age, disability, pregnancy and any associated difficulties, military service status or membership of trade unions. LGT encourages its suppliers to pay attention to diversity when selecting employees and subcontractors.

Fair treatment

Suppliers must offer a workplace free from harsh or even inhumane treatment such as torture, sexual harassment, corporal punishment, insults or other measures likely to have a negative impact on a person's physical or psychological well-being.

Salaries, remuneration for work and working hours

Suppliers must pay appropriate remuneration. This shall at least enable the employee to meet his basic needs and should be equal to the common salary level at the locality concerned for comparable work within the respective industry. Overtime must be compensated in accordance with statutory provisions. Salaries must be paid on a regular basis and in legal tender. Any deductions from salaries must be transparent.

Freedom of association

Suppliers must respect employees' rights in terms of freedom of association and assembly as well as become involved with employee representations and works councils in accordance with the relevant legislation. Employees must be able to engage in open dialog with management without any threat of reprisals or harassment in the workplace.

Health and safety

Safety at work

Suppliers must ensure they offer a safe and healthy working environment, with protection against fire, accidents and hazardous substances constituting a minimum requirement. There must be appropriate sanitary conditions as well as health and safety guidelines and procedures, including training, and these must also be adhered to.

Provisions for emergency scenarios

Suppliers must identify potential emergency situations in the workplace and any accommodation provided by the company concerned and come up with plans for emergency scenarios.

Environment

Environmental protection

Suppliers undertake to comply with all relevant statutory environmental provisions, industry standards and guidelines regarding environmental protection and sustainability and to obtain the necessary environmental permits.

Emissions and use of resources

Suppliers undertake to use raw materials and natural resources in a responsible and efficient manner and adopt a prudent approach to energy consumption. Emissions, waste or wastewater with potential to endanger human health or the environment must be captured, inspected and treated in an appropriate manner prior to release.

Management systems

Statutory and other requirements

Suppliers must monitor compliance with the principles described in this Code and any relevant legislation or industry-specific provisions.

Risk management

Suppliers must demonstrate they have processes to identify, determine and monitor risks across all the areas addressed in this Code and any applicable statutory provisions.

Documentation

Suppliers must keep appropriate documentation to record compliance with and adherence to the relevant legislation and guidelines and the principles set out in this Code. LGT reserves the right to inspect this documentation and check compliance in this area.

Training

Suppliers should organize training for employees and management with a view to communicating the content of this Code of Conduct and details of applicable legislation, guidelines and industry standards and ensuring they are complied with.

Continuous improvement

Suppliers are expected to take appropriate measures with a view to continuously improving their performance in terms of sustainability.

Yours sincerely,



H.S.H. Prince Max von und zu Liechtenstein
CEO LGT