



Life Energy Motion

LEM CODE OF CONDUCT

We are committed to aligning our operations and strategies with the universally accepted United Nations Global Compact principles in the areas of human rights, labor, environment and anti-corruption. By doing so, we can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

Scope: This code applies to all stakeholders of LEM:

- employees including temporary workers & managers,
- business partners, including suppliers, subcontractors, consultants, distributors, agents and other third parties associated with us.

Human rights:

1. We support and respect the protection of internationally proclaimed human rights and make sure that we are not complicit in human rights abuses.*
2. We provide safe & healthy working conditions.*
3. We commit to protect our employees and colleagues against harassment in the workplace, in particular against any kind of sexual, physical or psychological abuse.*

Labor:

4. We uphold the freedom of association and the effective recognition of the right to collective bargaining.*
5. We uphold the elimination of all forms of forced and compulsory labor and the effective abolition of child labor.*
6. We uphold the elimination of discrimination in respect of employment and occupation.*
7. We undertake not to work under the influence of any substance that could impair our judgment or interfere with our effective and responsible professional performance, in order to protect our own safety as well as that of our colleagues and communities.

Environment:

8. We support a precautionary approach to environmental challenges, we undertake initiatives to promote greater environmental responsibility and we encourage the development and diffusion of environmentally friendly technologies.*

Business practices:

9. We commit to be in compliance with all relevant laws and other applicable standards.
10. We work against corruption in all its forms, including extortion and bribery.*
We do not offer, promise, grant, accept, tolerate, knowingly benefit from or demand any bribes, gifts or other improper advantages which might be construed as influence enhancing. If it is customary in a cultural environment to exchange gifts, these shall be of a symbolic nature.
11. We disclose to LEM any situation that may appear as a conflict of interest and, when concerned, refrain from any intervention between LEM and concerned partners.
12. As a publicly listed company, LEM informs its employees, shareholders, the media and financial analysts as well as other target groups in a comprehensive and transparent manner and on the

basis of the principle of equal treatment. We acknowledge that the Chairman of the Board, CEO and CFO are LEM's exclusive communication channel to the general public / financial community and will inform the CFO about any potentially price-sensitive fact in order for LEM to comply with its ad-hoc disclosure obligations.

13. We treat confidential information of all our stakeholders with the utmost care. We do not pass on any confidential information, even after having left the company. We protect our data and those of our stakeholders.
14. We must not benefit from, or enable others to benefit from, trading in securities or stocks based on material non-public information.

Application of this Code of Conduct **:

LEM and its employees use the following measures to apply this Code of Conduct, and we recommend our business partners to apply similar measures.

15. We foster a culture within the organization in which misconduct is never acceptable. All our employees, including our top-level management, are constantly committed to preventing any misconduct of our stakeholders.
16. We assess the nature and extent of our exposure to potential external and internal risks. This assessment is periodic, informed and documented.
17. We apply due diligence procedures, taking a proportionate and risk based approach in order to mitigate identified risks.
We seek to ensure that our policies and procedures are embedded and understood throughout the organization through internal and external communication, including training.
We count on you, our employees, to apply our principles.
18. Any queries concerning these principles, or reports on their violation, need to be addressed to line managers or the Human Resources department of your workplace or escalated to corporate via speakup@lem.com.
Employees reporting a violation in good faith do not have to expect any negative consequences. Such reports shall be treated with the appropriate confidentiality and anonymity.
We do not prohibit anonymous reports, but in order to guarantee adequate investigation, we clearly encourage identifiable reports.
19. We monitor and review procedures and make improvements where necessary.
20. Any employee who violates the law or any of the company's policies or this Code of Conduct is subject to disciplinary action including and up to termination of employment.

For the Board of Directors
Fribourg,

Andreas Hürlimann
Chairman



* As defined in the UN Global Compact and specified in the UN Supplier Code of Conduct
** As defined by UK Bribery Act