



CODE OF CONDUCT

LINK[®] driven to *outperform*[®]



CODE OF CONDUCT

CORPORATE STATEMENT

Link has built a strong reputation for corporate trustworthiness, based on consistently conducting business with integrity and in compliance with the laws and regulations governing its activities. We are committed to creating a sustainable and robust value stream because success in business depends on building and maintaining the trust of customers, shareholders, employees, governments, and the general public.

Aligned to our mission and vision and held together by our core values we will achieve our goal **to make Link a really healthy organization that is great to work for, do business with, and to own.**

OUR CORE VALUES

Our Core Values guide our decision-making and our relationships so that the conduct of our business meets our moral, ethical, and business expectations.

Exemplify Servanthood	Lead with humility putting customers and people first.
Demonstrate Respect for People	We value our people, encourage their development, and reward their performance.
Set the Standard for Reliability	We can always be counted on to outperform by providing industry best experiences for our business partners and each other.
Do the Right Thing	We will never compromise the integrity of our products, people, or reputation for short-term gains.
Be One Team	Our great colleagues make the difference. It's when we share our skills, knowledge, and experience that we become one team. Diversity makes us strong.

GENERAL PRINCIPLES

Link entities shall:

- Comply with the laws and regulations of each country in which it operates.
- Demonstrate and promote its commitment to responsible business practices in policies, decisions, and activities. Under no circumstances will bribery be tolerated.
- Integrate the principles of this policy into critical processes.
- Our Sustainability Pledge includes respecting human rights, protecting the environment, conducting business ethically and lawfully, and the responsible sourcing of raw materials.

SUSTAINABILITY PLEDGE

Respecting Human Rights

Link shall support and respect the protection of internationally proclaimed human rights and make sure that Link is not complicit in human rights abuses. We treat all team members with dignity and respect as we provide fair compensation and benefits, a safe working environment, work-life balance, and learning and growth opportunities to enable a secure future together.



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Non - Discrimination

To provide equal employment and advancement opportunities to all individuals, employment decisions at Link will be based on merit, qualifications, and abilities. Link does not discriminate in employment opportunities or practices based on race, color, creed, religion, sex, gender identity, sexual orientation, national origin, age, disability, pregnancy, genetic information, or any other characteristic protected by law.



Link's EEO policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Forced Labor

Link shall not engage in, or support forced, bonded or compulsory labor.

Child Labor

Child labor is not tolerated.

Protecting the Environment, our Team Members, and our Customers

Resource Efficiency

Link Mfg., Ltd. is registered and compliant with ISO 14001 and IATF 16949 standards. Link is committed to the stewardship and responsible use of natural resources and intentional about doing our part in the protection of the natural ecosystem.



Workplace Practice

Link shall provide the necessary conditions for a safe and healthy work environment for all employees.

Conducting Business Ethically and Lawfully

Accounting and Reporting

All financial transactions shall be reported in accordance with generally accepted accounting practices.

Taxation

Link shall comply with the tax laws and regulations of each country in which it operates.



Customer Offering

Link shall ensure that its products meet all applicable regulatory requirements. Link shall design its products with a focus on our core values of safety, quality, and environmental care.

Marketing and Sales

Link shall present its products and services accurately and shall comply with applicable regulatory and legal requirements, including the safety and environmental attributes of the products.



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RESPONSIBLE SOURCING

Supply Chain Management

Link shall implement appropriate measures to avoid or refrain from using substances and materials with adverse effects on the environment or health of its team members or that come from unapproved conflict-affected and high-risk areas. We will comply with all applicable import and export laws. Link will make decisions solely based on objective criteria to avoid conflicts of interests, breaches of confidentiality and intellectual property rights, and all forms of corruption.



Requirements on Business Partners

Link prefers to work with component suppliers, consultants, distributors, and other business partners that share the principles expressed in this Code of Conduct. Link encourages its business partners to apply standards of business conduct consistent with the principles of this Code of Conduct to create a sustainable and robust supply chain.

OUR KEY TO ACCOUNTABILITY

Link Leadership will demonstrate commitment to our Code of Conduct by demonstrating and training the desired behaviors. At Link, the Human Resources and EH&S team serve as our Sustainability Office, reporting on our performance, coordinating training, and acting as the conduit where team members can report misconduct and opportunities for improvement.