



CODE OF CONDUCT POLICY

Link enjoys an invaluable reputation for corporate trustworthiness, based on consistently conducting business with integrity and in compliance with the laws and regulations governing its activities. Success in business depends on building and maintaining the trust of customers, shareholders, employees, governments and the general public.

General Principles

Link entities shall:

1. Comply with the laws and regulations of each country in which it operates
2. Demonstrate and promote its commitment to responsible business practice in policies, decisions and activities
3. Integrate the principles of this policy into critical processes.

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.

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.

Resource Efficiency

Link Mfg., Ltd. is registered and compliant with ISO 14001.

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.

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.

driven to *outperform*[™]



Non - Discrimination

In order 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 on the basis of race, color, creed, religion, gender, gender identity, sexual orientation, national origin, age, disability, 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.

Workplace Practice

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

Forced Labor

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

Child Labor

Child labor is not tolerated.