

We believe in conducting business with honesty and integrity, and honoring the laws and regulations of the countries in which we operate. We endeavor to choose business partners who share these same values. This Supplier Code of Conduct outlines our expectations regarding business practices of our suppliers. The expectations contained in this Code are factors essential to our decision whether to enter into or extend business relationships. The expectations in this Code do not replace specific requirements in contracts; this Code is intended to supplement specific requirements in contracts.

## HUMAN RIGHTS & LABOR STANDARDS

### CHILD LABOR; FORCED LABOR

Illegal child labor, forced labor, human trafficking and slave labor are forbidden in all circumstances.

### WORKING HOURS, WAGES AND BENEFITS

Suppliers must comply with any and all applicable wage and hour labor laws, including compensation, benefits and overtime.

### NON-DISCRIMINATION

Suppliers must provide a work environment that is free from all forms discrimination and harassment based on, but not limited to, race, color, sex, religion, national origin, age, disability, maternity, gender identity and sexual orientation.

## HEALTH, SAFETY AND ENVIRONMENT

Suppliers must provide a safe work environment that is in compliance with all applicable health, safety and environmental laws. Suppliers are encouraged to minimize the impact on natural resources whenever possible. Suppliers must maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources. Suppliers should take proactive measures to minimize accidents and health risk exposure.

## ETHICS

### CONFLICTS OF INTEREST

Suppliers shall disclose any actual or potential conflicts of interest, including when one of their employees has a relationship with one of our employees who can make decisions that will affect the Supplier's business or when one of our employees has any kind of interest in the Supplier's business.

### FAIR COMPETITION

Suppliers must comply with all applicable anti-trust and competition laws and refrain from engaging in activities that impede fair trade, such as price fixing, collusive bidding, illegal monopolies, boycotts, or other unfair trade practices.

### IMPROPER PAYMENTS

Bribes, kickbacks, and similar payments are prohibited. Employees, suppliers and agents acting on behalf of Lincoln Electric are strictly prohibited from accepting such considerations. Suppliers must not offer payments, entertainment or gifts to public officials on our behalf.

## ETHICS (continued)

### **CONFIDENTIAL INFORMATION; INTELLECTUAL PROPERTY**

Suppliers must act responsibly in the handling of confidential information, including proprietary and business information. Suppliers must maintain the confidentiality of our trade secrets and other intellectual property and only use our brand names and trademarks when written permission is given to do so.

### **INTERNATIONAL ACTIVITY**

Suppliers must comply with all laws regarding international business practices, including customs duties, import/export laws and disclosure of information about any restricted substances in their products.

### **MONITORING AND COMPLIANCE**

Suppliers must utilize a management system that ensures compliance with these expectations. We may request confirmation of compliance with this Code.

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