	<p align="center">TECHNICAL INSTRUCTIONS</p> <p align="center">IT-027-3</p> <p align="center">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1</p> <p>Date</p> <p>Date: 03/2023</p>
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SUPPLIER CODE OF ETHICS




YEAR 2023

EDITION Nº	DATE	SUMMARY OR CHANGES
1	14/03/23	Document creation.

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INDEXE

1. Object	2
2. Scope	2
3. Purpose, Mission and values of the Lamp Group	2
4. Guidelines for Conduct and Responsible Practices	4
4.1 Respect for people	
4.2 Child labour	
4.3 Forced labour	
4.4 Occupational safety and health	
4.5 Freedom of Association	
4.6 Discrimination	
4.7 Respect for the environment	
4.8 Accessions	
4.9 Anticorruption	
5. Acceptance and compliance with the Code of Ethics	7

	<p align="center">TECHNICAL INSTRUCTIONS</p> <p align="center">IT-027-3</p> <p align="center">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1</p> <p>Date</p> <p>Date: 03/2023</p>
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1. OBJECT

Lamp's Supplier Code of Ethics aims to establish the basic principles and guidelines that must govern the ethical behavior of all its suppliers in their daily performance, with regard to the relationships and interactions they maintain with all their stakeholders.

The Lamp Group is integrated into Experience Brands, one of the largest manufacturers of technical and architectural lighting in Europe, both in indoor and outdoor luminaires. The application of this Code refers to LAMP, S.A.U., as well as the Group of companies headed by said company, which includes all the companies that it controls directly or indirectly, excluding the companies that are part of Experience Brands.

This Code of Ethics constitutes an action guide to ensure adequate behavior of suppliers, in accordance with both the laws of each of the countries where their activities operate and the established Regulatory System, respecting the values of their respective cultures.

2. SCOPE OF APPLICATION

This Code applies to all Lamp suppliers. It is necessary to accept it to be a Lamp supplier.

3. PURPOSE, MISSION AND VALUES OF THE LAMP GROUP


PURPOSE. We create lighting solutions that respond to new ways of life by providing well-being through good lighting, generating a positive impact on both people and the environment.

At Lamp we are *work* and *attitude*, we are *Worktitude for Light*.

To make our vision a reality, we work guided by our three strategic axes or *Working Paths*:

Worktitude for Wellbeing

We understand lighting as a fundamental element to improve people's well-being, analyzing the visual and non-visual effects of light.

	<p style="text-align: center;">TECHNICAL INSTRUCTIONS</p> <p style="text-align: center;">IT-027-3</p> <p style="text-align: center;">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1 Date Date: 03/2023</p>
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Worktitude for Innovation

We promote and adopt innovation projects aimed at constant improvement in a transversal way, understanding that innovation is a systemic and systematic process.

Worktitude for Life

We promote projects that generate a positive impact on the environment and promote a more sustainable lighting industry.


MISSION. The Lamp Group offers efficient lighting solutions, adapting to the needs of each project, thanks to its human team, which with all its years of experience and commitment to design and engineering, bring its particular vision and sensitivity to light wherever they are.

We advise, design, produce, market and implement technical lighting projects. It is the Lamp seal, a commitment that we have maintained for more than 50 years: to turn the lighting challenges of our clients into reality with a solvent and tailored response in any architectural project in the world.

VALUES.

Integrity, from the catalogue to the space to be illuminated: From the first sketch to the start-up. We extend the know-how of our team and the versatility of our products and production systems from the beginning to the end. We believe that a project only ends when a user is using it. We think, test, manufacture and distribute worldwide so that every architectural project shines with the light it needs. Our proposal: a modular product catalog that we can customize to offer the optimal solution for each challenge. It is the Lamp commitment, a style that gives light to your projects.

Involvement, listening, understanding, responding: Complex projects require agile, realistic and timely contributions. Also closeness and common sense. An interior and exterior architectural project is the result of the sum of infinite ideas and efforts. We align ourselves to this rhythm with flexibility and adaptation. We work hand in hand anywhere in the world to offer the result that our customers imagine and guarantee solutions that shine with their own light. We connect our talent with customers, suppliers, partners and industrial professionals to make the project we have at the shared work table a reality.

	<p align="center">TECHNICAL INSTRUCTIONS</p> <p align="center">IT-027-3</p> <p align="center">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1</p> <p>Date</p> <p>Date: 03/2023</p>
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Pragmatism and solvency, Lamp designs the light that our clients' projects need: Nothing more, but nothing less. Our motivation is to illuminate the projects that come to the table with ingenuity and efficiency. We combine design and engineering to turn what is possible into reality. We are heirs of the design of Barcelona and the industrial tradition of Terrassa, where we were born in 1972, and from where we operate internationally. It is the industrial spirit that is rooted in our family history, a professional and vital "savoir faire" that has driven our brand around the world.

Sensitivity to light, a passion that transcends our company: In our DNA vibrates the passion to innovate, create and offer lighting solutions that work. More than products, we are light. A feeling that we share each of the professionals who are part of Lamp and that we extend outside our organization together with schools, entities and associations related to design. Enlightenment means teaching, lecturing, sharing knowledge. In addition, since 2008 we organize the Lamp Awards through an independent international jury that recognizes biannually the good use of light and serves as a fair reward of its importance. It is the best legacy of our sensitivity to light.

4. GUIDELINES OF CONDUCT AND RESPONSIBLE PRACTICES


The Code of Ethics establishes specific guidelines for action in the following content areas:

4.1 Respect for people

The provider rejects any manifestation of physical, psychological, moral harassment or abuse of authority, as well as any other conduct that may generate an intimidating or offensive environment with the rights of people.

4.2 Child labour

Lamp does not tolerate child labour. Therefore, their suppliers of goods and services must guarantee that they will not employ, directly or indirectly, those people who do not have the

	<p align="center">TECHNICAL INSTRUCTIONS</p> <p align="center">IT-027-3</p> <p align="center">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1 Date Date: 03/2023</p>
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minimum legal age to work in Spain, and that they implement the necessary measures to avoid child labor by prohibiting admission to work to children under sixteen years of age.

4.3 Forced labour

Lamp, its suppliers of goods and services, and business partners shall not employ forced labor. All work must be voluntary, and employees must be free to leave their workplace after completing their workday, or terminate their employment contract at any time upon notice to the employer. Any form of direct or indirect withholding is reproached. Contract labour must not be abused, and any practice that facilitates or contributes to forced labour is prohibited.

4.4. Safety and Health at Work

Suppliers shall promote an occupational safety and health programme and shall adopt the preventive measures established in this regard in current legislation and any others that may be established in the future.


They shall observe with special attention the rules relating to safety and health at work, with the aim of preventing and minimizing occupational risks, accidents and injuries caused during or associated with work activity, by limiting as far as reasonably practical, the causes of risk inherent in said work environment.

4.5 Freedom of Association and the Right to Collective Bargaining

The Supplier undertakes to respect the freedom of association and organization and collective bargaining, without suffering any type of sanction and reprimand.

4.6 Discrimination

The supplier will respect the personal dignity, privacy and rights of each worker and is committed to providing a work environment in which there are no situations of discrimination or harassment. Therefore, employees must not discriminate with respect to origin, nationality, religion, race, gender, age or sexual orientation, nor must they engage in any type of verbal or physical harassment based on the above or any other reason.

	<p style="text-align: center;">TECHNICAL INSTRUCTIONS</p> <p style="text-align: center;">IT-027-3</p> <p style="text-align: center;">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1 Date Date: 03/2023</p>
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4.7 Respect for the environment

The supplier shall comply with all regulations relating to environmental protection and is committed to sustainability. That is why it must respect and comply with the behaviors established by the Guide to Good Environmental Practices, as well as the internal policies and procedures in force.

Lamp promotes projects that generate a positive impact on the environment and promotes a more sustainable lighting industry and suppliers must accompany this impulse.

4.8 Accessions

Lamp is committed to quality and respect for the environment as strategic factors related to the products and services offered, and is committed to defending Gender Equality policies.


[#WorktitudeForLife](#) represents for **Lamp**, more than a commitment. It is one of the main strategic lines that make up the framework of actions from which Lamp tries to **promote a more sustainable lighting industry**, demonstrating its social and environmental commitment.

All these actions are included in the sustainability plan, structured around 3 development axes: **environmental, social and economic**. These three axes are materialized in concrete actions, such as:

- Implementation of gender equity policies.
- Actions to improve the use of energy resources and waste management focused on reducing the impact on the operational carbon footprint.
- Research, **development** and the use of more sustainable materials.
- Introduction of specific light technologies that try to mitigate light pollution.

4.9 Anticorruption

The Lamp Group rejects any form of corruption, bribery or extortion and declares itself opposed to influencing the will of people outside the organization to obtain any benefit through the use of unethical practices, as well as that these are used with its employees. You also do not agree that your suppliers may use these practices with their employees.

	<p align="center">TECHNICAL INSTRUCTIONS</p> <p align="center">IT-027-3</p> <p align="center">SUPPLIER'S CODE OF ETHICS</p>	<p>Edition nº 1 Date Date: 03/2023</p>
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Suppliers may not accept gifts that are intended to improperly influence their commercial, professional or administrative relationships, both with public and private entities.

In any case, courtesy services may never consist of cash payments.

From Lamp we promote that all courtesy attention destined to Lamp or its employees is made as a contribution / donation to a social entity aligned with the values of the supplier.

5. ACCEPTANCE AND COMPLIANCE WITH THE CODE

In accordance with the Global Compact promoted by the United Nations, the SUPPLIER undertakes to adopt the Ten Universal Principles in the areas of Human Rights, labor and environment, based on the ethical code specified by Lamp, SA. Failure to comply with the code of ethics, as well as in the event that the SUPPLIER does not comply with any of the Universal Principles mentioned, will entitle Lamp, SA. to immediately terminate the Contract, without taking into account the existence of orders in progress or in the delivery phase.

This Code of Ethics is mandatory for all Lamp suppliers who accept this Code of Ethics and, in particular, the vision, values and rules of action established therein.