



Code of Conduct

INTRODUCTION

This Code of Conduct specifies the Corporate Business Principles and contributes to their continuous implementation through the establishment of certain minimum standards of behavior.

It is not intended to cover all possible situations that may occur. The purpose of this Code of Conduct is to provide a reference framework against which to measure any activity. Employees should seek advice if they have any questions about how they should act in a given situation.

The term “employees” refers to all employees, agents, representatives, directors and directors of LDA Audio Tech, including those business partners who have contractually accepted compliance with this Code of Conduct.

BASIC PRINCIPLES

LIABILITY

Avoid any conduct that may harm or endanger LDA Audio Tech or its reputation

LEGALITY AND HONESTY

Act legally and honestly.

INTEGRITY

Prioritize the interests of the Company over personal or other interests.

VALUES

At LDA Audio Tech we share the same values of **excellence** and **innovation** in every activity we undertake, acting **ethically** and **responsibly**.

Together we realize **our purpose**: Generate technological solutions for safer and more comfortable spaces.



Excellence is our means to achieve outstanding results,



innovation is the engine of our sustainability,



we act with initiative and determination,



we act ethically and responsibly.
We care how things are done.

These principles and values are reflected in all LDA Audio Tech interactions with:



Employees:

No person employed at LDA Audio Tech shall be discriminated against on the basis of race, physical disability, illness, religion, sexual orientation, political opinion, age, nationality or gender.

LDA Audio Tech prohibits any form of physical, sexual, psychological or verbal harassment or abuse of its employees, as well as any other conduct that could generate an intimidating, offensive or hostile work environment.

LDA Audio Tech employees have recognized the right to organize, freedom of association and collective bargaining.

Weekly working hours and overtime shall not exceed the legal limit established by the legislation of each country. Overtime shall always be voluntary and paid in accordance with the law.

The salary received by LDA Audio Tech employees is commensurate with the function performed, always respecting the agreements of each sector in each country.

All LDA Audio Tech employees work in safe and healthy places.

LDA Audio Tech does not employ child labor.

These principles and values are reflected in all LDA Audio Tech interactions with:



Clients:

We are committed to offering all our customers a high standard of excellence, quality and safety in products, and to communicate with them in a clear and transparent manner.



Suppliers:

Suppliers of materials, goods and services that LDA Audio Tech uses for the manufacture of its products and the development of its activity, must comply with the Code of Conduct of Suppliers and Intermediaries and this Code, as applicable to them.

These principles and values are reflected in all LDA Audio Tech interactions with:



Shareholders:

LDA Audio Tech develops its activity in accordance with the social interest, understood as the viability and creation of long-term value of the company, common interest of shareholders.



Society:

LDA Audio Tech is committed to collaborating with local, national or international entities in which it develops its business, contributing to social and economic development.

COMMITMENTS



QUALITY AND SAFETY

We are committed to developing, manufacturing and providing products and services that are reliable and that improve the quality and safety of the spaces where they are used, thus fulfilling our mission: To provide effective sound and safety systems, that protect people and generate long-term value for users, customers, suppliers, workers and shareholders in a sustainable manner, meeting legal requirements and committed to continuous improvement.



LEGAL COMPLIANCE

We are committed to compliance with the laws, rules and systems of legal regulation applicable in the countries where LDA Audio Tech is active.



HUMAN RIGHTS AND WORKING CONDITIONS

We are committed to providing good working conditions that support a good balance between private and professional life. We do not tolerate child labour, forced labour and modern slavery. We respect the right and freedom of association of our employees, including the organization and participation in Associations and Unions.

We are committed to preventing work-related accidents, injuries and diseases, and to protecting employees by providing safe working conditions and the training necessary for them to be trained in safety and health issues.

COMMITMENTS



DIVERSITY AND INCLUSION

We treat each other with respect and dignity and hope that everyone will promote a sense of personal responsibility.

We promote the inclusion of all communities, cultures and ages in our workforce and seek to leverage diversity of thought to drive creativity and innovation.

We are committed to providing equal opportunities for everyone in our company. We do not tolerate any discrimination due to origin, nationality, religion, race, gender, age, physical condition, sexual orientation, nor do we participate in or allow any harassment based on the above or for any other reason.



ENVIRONMENTAL SUSTAINABILITY

We are committed to reducing our environmental footprint by developing recyclable or reusable packaging materials, reducing the loss and waste of resources at all stages of the product life cycle. We strive to use natural resources efficiently. We favour the use of sustainably managed renewable resources.



FAIR PRACTICES

We act with honesty, integrity and fair treatment with our customers and respect the intellectual property of third parties. LDA Audio Tech competes under applicable competition, fair trade and foreign trade laws.

COMMITMENTS

INTEGRITY

We do not engage directly or indirectly in bribery, nor do we grant, offer or promise anything of value to a public official or other private sector person in order to influence an official action or obtain an undue advantage. This includes giving up or accepting improper expediting payments.

We avoid and/or communicate to our responsible parties situations that may involve a conflict of interest between LDA Audio Tech and our personal or related interests.

CONFIDENTIALITY AND PROTECTION OF DATA

We undertake to treat personal data confidentially and responsibly, respect privacy and ensure that personal data is effectively protected and used only for legitimate purposes.

We are obliged to protect the information and knowledge generated in LDA Audio Tech, owned by you or that comes from a third company without your written authorization, and not to use any data for our own benefit, information or document obtained during the exercise of the professional activity even when it is terminated by any circumstance.

SUPPLY CHAIN

We expect our business partners to adhere to principles consistent with ours and to comply with the Supplier and Intermediary Code of Conduct and this Code, to the extent applicable to them.

COMPLIANCE

LDA Audio Tech's internal and external complaint mechanisms are widely accessible, so our employees and external stakeholders can raise any concerns about possible cases of non-compliance. We investigate all issues raised and prohibit retaliation against any employee for such issues raised in good faith.

Complaint Mechanism:

LDA Audio Tech provides a communication channel that ensures the confidentiality and protection of informants or whistleblowers from retaliation. This channel is fully accessible from the LDA Audio Tech website, in the Contact section.



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