

LIMEHOME

Supplier Code of Conduct

01 Introduction

The Limehome Group is committed to conducting business with integrity, transparency, and responsibility. This Supplier Code of Conduct sets forth the ethical, environmental, and social expectations for all suppliers providing operational services to Limehome GmbH or any affiliated company within the Limehome Group (hereinafter referred to as "Limehome").

Purpose

This Code of Conduct outlines the ethical, legal, environmental, and social standards expected of all Limehome suppliers. It ensures alignment with Limehome's values and commitment to integrity, sustainability, and human rights throughout its operations and partnerships.

Scope

This Code applies to all suppliers, service providers, contractors, and other third-party partners engaged in providing goods or services to Limehome, regardless of location. It covers direct suppliers as well as their subcontractors and the broader supply chain.

Responsibility

It is the responsibility of each supplier to fully understand and implement the requirements of this Code. Suppliers must ensure that their employees and subcontractors are informed of these standards and adhere to them at all times. Limehome reserves the right to assess compliance through audits and requires active cooperation from all parties.

02 Compliance with Laws and Regulations

Limehome strictly adheres to all applicable national and international laws and regulations, including but not limited to labor laws, environmental regulations, and anti-corruption statutes. Our suppliers must ensure compliance with all legal requirements in their regions of operation.

Contractual Compliance

Suppliers must obtain all necessary permits and authorizations before initiating work.

Suppliers must fully comply with all applicable workplace health and safety regulations in every jurisdiction in which they operate. This includes providing safe and hygienic working conditions, ensuring access to appropriate personal protective equipment (PPE), conducting regular safety training, and implementing preventive measures to minimize risks of accidents, injuries, or exposure to hazardous materials. Suppliers are expected to proactively identify and address workplace safety risks to protect all personnel involved in the delivery of goods or services to Limehome.

Suppliers must follow environmental laws concerning waste disposal and material handling.

Suppliers are also responsible for obtaining and maintaining all necessary certifications relevant to their scope of work. While Limehome may support or approve associated costs under specific agreements, the overall responsibility for certification remains with the supplier.

03 Ethical Business Practices

Limehome conducts business with fairness and transparency, rejecting any form of bribery, corruption, or fraud.

Contractual Integrity

Suppliers are expected to uphold ethical business practices at all times. This includes acting with honesty, integrity, and fairness in all business dealings, avoiding conflicts of interest, refraining from any form of bribery or unethical influence, and ensuring that decisions are made transparently and responsibly.

Payments and invoicing must be transparent and adhere to agreed contractual terms.

Any changes to work scope must be approved in writing by Limehome.

04 Quality commitment

Suppliers shall commit to delivering services and products that meet agreed-upon quality standards. Regular monitoring and quality assessments may be carried out by Limehome to ensure compliance.

Product quality and Safety

Suppliers must ensure that all products and services meet the agreed quality and safety standards. They are also expected to comply with industry-specific regulations, conduct regular testing and quality control, and proactively address any defects or safety concerns in a timely and effective manner.

05 Labor, Human Rights, and Workplace Safety

Limehome is committed to upholding fundamental human rights as outlined in the Universal Declaration of Human Rights and ILO Conventions. We expect our suppliers to ensure fair, dignified, and safe working conditions for all workers throughout their operations.

Labor and Human Rights Standards

Prohibition of Forced and Child Labor: All forms of forced, bonded, or involuntary labor are strictly prohibited. Employees must work voluntarily and retain freedom of movement. The employment of individuals below the legal minimum working age is not allowed.

Fair Wages and Working Hours: Suppliers must comply with applicable wage laws and industry standards, providing fair compensation and humane working hours that support a decent standard of living.

Non-Discrimination and Inclusion: A work environment free from discrimination and harassment must be maintained. Equal opportunity must be given regardless of race, gender, sexual orientation, religion, disability, or other protected characteristics.

Freedom of Association: Employees must be free to join trade unions, engage in collective bargaining, and assemble peacefully without fear of retaliation.

Privacy and Intellectual Property: Personal data must be protected in accordance with privacy regulations, and Limehome's intellectual property must be respected and safeguarded.

Workplace Health and Safety

- Suppliers are required to ensure a safe, hazard-free, and hygienic working environment in compliance with applicable Occupational Health and Safety (OHS) standards.
- Suppliers must regularly assess and mitigate workplace health and safety risks.
- All personnel must receive appropriate safety training by the supplier or qualified third-parties
- Personal protective equipment (PPE) must be provided and properly maintained.
- Any workplace accidents or incidents must be reported promptly and addressed effectively.

06 Sustainability and Environmental Responsibility

Limehome integrates sustainability into its operations and expects suppliers to do the same.

Supplier Environmental Responsibilities

- Suppliers must handle and dispose of waste responsibly.
- Eco-friendly materials should be prioritized where possible.
- Suppliers must comply with applicable environmental laws.

Suppliers are encouraged to actively reduce their carbon footprint and pollution through energy-efficient practices, low-emission transport, and sustainable resource management.

Suppliers shall not extract resources from land, forests or waters, the use of which secures the natural basis of life for people, in violation of legitimate rights. It must refrain from harmful soil alterations, water and air pollution, noise emissions as well as excessive water consumption if this harms the health of people, significantly impairs the natural basis for the production of food or prevents the access of people to safe drinking water or sanitary facilities.

07 Anti-Corruption and Fair Business Practices

Limehome maintains a zero-tolerance policy towards corruption, bribery, and unethical business practices.

This includes, for example, cases where a supplier or business partner engages in bribery of public officials, private persons, or government bodies (e.g., to obtain building permits or regulatory approvals). Such actions constitute a material breach of contract and may lead to immediate termination of the agreement.

Supplier Business Ethics

Suppliers must avoid conflicts of interest and unethical dealings.

Unethical dealings include offering gifts to Limehome employees. Any form of entertainment or hospitality may only be accepted if it falls within accepted and transparent business practices.

Any subcontracting requires prior approval by Limehome.

Suppliers must implement internal controls to prevent fraud and corruption, as well as ensure fair working ethics with their subcontractors.

Suppliers must adhere to fair business practices and avoid anti-competitive behavior.

Suppliers must protect all confidential and sensitive information related to Limehome and must not disclose it to third parties without prior written consent.

08 Reporting Violations

Suppliers are required to report any suspected or known violations of this Code of Conduct. Limehome provides a confidential and anonymous whistleblowing system that is accessible via the following link: limehome.personiowhistleblowing.com. This platform ensures the protection of the whistleblower's identity and enables secure, anonymous communication.

Obligation to Report and Remediate Violations

If a breach of this Code is identified, it must be reported to Limehome in writing without undue delay. Limehome will, in such cases, formally notify the supplier of the violation within one month of detection and may grant a reasonable grace period for the supplier to bring its conduct into compliance with the Code.

If the violation cannot be rectified within a foreseeable timeframe, the supplier must notify Limehome immediately and collaborate in developing a corrective action plan. This plan must include a clear timeline for resolving or at least mitigating the issue.

If the grace period expires without successful remediation, or if the measures in the corrective plan do not result in compliance within the agreed timeline, and no less severe remedy is available, Limehome reserves the right to terminate the business relationship and all related contracts.

This shall not affect Limehome's legal right to extraordinary termination without granting an additional period of time, nor the right to claim damages resulting from the breach.

09 Consequences of Non-Compliance

Failure to comply with this Code may result in corrective actions, including contract termination and legal action.

Supplier Consequences

Limehome reserves the right to terminate the business relationship in case of serious or repeated non-compliance.

Where appropriate, Limehome may require the supplier to implement corrective actions within a defined timeline.

Suppliers are liable for damages caused by negligence or violation of this Code.

Limehome reserves the right to suspend payments until issues are resolved to its satisfaction.

10 Commitment to Continuous Improvement

Limehome continuously evaluates and updates its policies to align with evolving best practices in sustainability, ethics, human rights, and legal compliance. To ensure continued alignment with these standards:

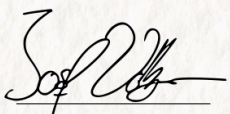
Limehome reserves the right to amend this Supplier Code of Conduct at any time, particularly in response to changes in applicable laws, industry standards, or internal company policies. Updated versions will be made available to all suppliers.

Suppliers are obligated to review and comply with the most current version of this Code of Conduct, which can be accessed at: [insert link to the current SCoC].

From an operational standpoint, Limehome incorporates acceptance of this Supplier Code of Conduct directly within the standard Supplier Agreement. By signing the agreement, the supplier explicitly confirms acceptance of and commitment to the most current version of the Supplier Code of Conduct. A separate signature of this document is therefore not required.

By working with Limehome, all partners, suppliers, and employees acknowledge their commitment to upholding the principles outlined in this Code of Conduct.

In particular, regarding the protection of confidential information, the supplier undertakes to meet the reasonable expectations of Limehome, its suppliers, customers, consumers, and employees, and to comply with all applicable legal requirements. The supplier shall adhere to data protection and information security laws and government regulations when collecting, storing, processing, transmitting, and disclosing personal information.



Dr. Josef Vollmayr



César de Sousa Freitas