



## **LSI Industries Business Code of Conduct for Suppliers**

LSI Industries built its reputation as an organization that requires ethical business practices and high levels of integrity in all of our business transactions.

The strength of LSI Industries' reputation is based not only on our own conduct, but also on the behavior of those with whom we do business. For that reason, we will work only with those suppliers that share our values and commitment to ethical business practices. The entire LSI Industries team is committed to the highest standards of integrity and full compliance with our Company's Code of Business Conduct as well as the regulations and policies affecting our business. As such, it is our goal to ensure that our relationship with suppliers reflect and support the same high ethical standards.

In keeping with this goal, LSI Industries has developed a Code of Conduct for Suppliers. The intent of this document is to reiterate LSI Industries commitment to integrity and ethical standards and to clearly convey to all suppliers how that pertains to their business relationship with LSI Industries.

LSI Industries values its business relationships with suppliers and requires them to share our commitment to, at a minimum, the following standards:

### **Business Conduct**

**Ethical Dealings** – Honest dealing with customers and suppliers is essential to sound business relationships. LSI Industries seeks to give all potential suppliers fair consideration. Decisions are based on objective criteria such as price, quality, and service capability as well as a supplier's reliability and integrity. Giving or receiving any kickbacks, bribes or similar payments of any sort is prohibited.

**Anti-Corruption** – LSI Industries commitment to dealing legally and ethically with governments and customers applies worldwide. Company policy and laws such as the U.S. Foreign Corrupt Practices Act and similar anti-corruption laws around the world prohibit our employees or their agents from giving or offering to give money or anything of value, directly or indirectly, to anyone to induce that person to affect any governmental act or decision, or to assist the Company in obtaining or retaining business or securing any improper advantage. This prohibition applies to all customers, whether government-owned or controlled or not, and to all government officials regardless of rank and duty.

LSI Industries suppliers may not act in any way, in their business relationship with LSI Industries or otherwise, that violates this important principle. And, LSI Industries suppliers must only themselves use suppliers that do not violate ethical standards through bribes, kickbacks, or other similar improper or unlawful payments. Additionally, suppliers must maintain awareness and comply with all applicable laws and regulations of the countries of their operation.

Despite the fact that the U.S. Foreign Corrupt Practices Act sometimes permits payments to government officials called "facilitation payments," or small payments made to obtain ministerial, governmental services to which the payor is entitled, LSI Industries prohibits us from making such payments. In addition, no one acting on LSI Industries behalf may make such a payment.

**Gifts** – Suppliers should be aware that it is not permissible for LSI Industries employees to give, receive or solicit gifts, payments or other benefits that influence any business decision or that create the *appearance* of influencing any business decision. Cash or cash equivalent gifts (i.e., gift cards or gift certificates) are prohibited by LSI Industries policy.

**Entertainment** – Suppliers should be aware that it is not permissible for LSI Industries employees to be entertained in such a manner as to cause the employee to feel obligated to make a certain business decision. Suppliers may entertain a LSI Industries employee only when:

- The entertainment is incidental to a discussion of LSI Industries business
- The entertainment is in a setting appropriate for a discussion about business
- The entertainment is reasonably priced
- The entertainment was not solicited by the LSI Industries employee

### **Conflict Free Minerals**

The United Nations Group of Experts on the Democratic Republic of the Congo (DRC) determined the trade of certain minerals mined in the DRC, Angola, Burundi, Central African Republic, Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia (the “Conflict Area”) have helped fuel war and human rights violations in the eastern region of the DRC. “Conflict-free mineral” is currently defined as tantalum, tin, tungsten, gold, or their derivatives, that does **not** finance, directly or indirectly, armed groups through mining or mineral trading in the Conflict Area. LSI Industries is committed to sourcing materials, components, and products from suppliers who share our values and commitment to work towards a Conflict-free mineral supply chain. LSI Industries expects the same commitment from its suppliers. To further this goal, LSI Industries requires its suppliers to (i) undertake reasonable due diligence with their supply chain to identify and document the source of origin of the minerals contained in the materials, components, and products provided to LSI Industries.

### **Environment**

LSI Industries suppliers and subcontractors will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally-conscious practices in all locations where they operate.

### **Discrimination and Harassment**

LSI Industries’ suppliers and subcontractors shall not subject any person to discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

LSI Industries’ suppliers and subcontracts must treat their employees with respect and dignity. No employee shall be subject to physical, sexual or psychological harassment or abuse.

LSI Industries’ prohibits all forms of unlawful harassment, whether physical or verbal. Generally speaking, “harassment” is any form of unwelcome behavior toward another person that is motivated by a characteristic protected by applicable law and has the purpose or effect of creating an intimidating, hostile or offensive work environment, such as unwanted sexual conduct, threats and offensive comments.

LSI Industries prohibits retaliation for good faith reporting of a potential or actual violation of the LSI Industries Supplier Code of Conduct.

### **Security**

LSI Industries’ suppliers and subcontractors will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives, biohazards and / or other contraband).

## Labor Practices

**Forced Labor** - LSI Industries will not purchase products or components from suppliers that use forced labor, prison labor, indentured labor or exploited bonded labor, or permit their suppliers to do so.

**Child Labor** - LSI Industries will not purchase products or components thereof manufactured by persons younger than 15 years of age or younger than the age of completing compulsory education in the country of manufacture where such age is higher than 15. LSI Industries' suppliers shall not employ such children. LSI Industries, (i) responds to LSI Industries inquiries in support of LSI Industries reporting requirements under Section 1502 of the US Dodd-Frank Wall Street Reform and Consumer Protection Act, (ii) adopt policies and systems to source Conflict-free minerals, and (iii) require your suppliers to adopt similar socially responsible sourcing practices and policies.

## Universal Human Rights

LSI Industries is committed to respecting human rights worldwide. To that end, LSI Industries practices and seeks to work with suppliers who promote the following standards in accordance with applicable law:

- Equal opportunity for employees at all levels regardless of color, race, gender, gender identity, age, ethnicity, national origin, sexual orientation, marital status, religion, veteran status, disability or any other characteristic protected by the law;
- Wages that enable employees to meet at least their basic needs, and opportunities for employees to improve their skills and capabilities;
- Legally mandated work hours and compensation for overtime hours in accordance with local laws;
- Respect for the employees' lawful freedom of association; recognition of all legal rights to organize and collectively bargain; and working with government and communities in which we do business to improve the education, cultural, economic and social well-being in those communities.

## Health and Safety

LSI Industries' suppliers and subcontractors shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. Employers must fully comply with all applicable workplace conditions, safety and environmental laws.

In addition, any supplier representative providing on-site services in a LSI Industries facility is required to adhere to all LSI Industries safety standards.

## Confidential/Proprietary Information

Suppliers must respect intellectual property rights and safeguard LSI Industries information; transfer of technology and know-how must be done in a manner that protects intellectual property rights.

## Reporting and Notification

LSI Industries requires prompt notification from our suppliers of any failure to comply with this Code of Conduct or any illegal or criminal activity related to our business.

Failure to adhere to the LSI Industries Supplier Code of Conduct may be grounds for terminating the supplier relationship, depending on the seriousness of the violation and the particular circumstances.

We offer a LSI Industries Code of Business Conduct Hotline providing secure, confidential telephone and web-based reporting system 24 hours a day, seven days a week.

To Report Misconduct or Submit a Question

- Call toll-free: [844-456-1055](tel:844-456-1055)

If you experience difficulty reaching the LSI Industries' Code of Conduct Hotline, please email [paul.foster@LSI-Industries.com](mailto:paul.foster@LSI-Industries.com).

Individuals reporting violations or suspected violations of LSI Industries' Code of Business Conduct are protected from retaliation by strict enforcement of the Company's Anti-Retaliation Policy.