



Lincoln Electric is dedicated to compliance with the Modern Slavery Act 2015 by providing global support in an effort to eradicate slavery and human trafficking and is committed to the recognition and safeguarding of human rights in all countries in which we operate. Our Human Rights Policy is guided by international human rights principles encompassed by the Universal Declaration for Human Rights. Employees and those who work on behalf of Lincoln Electric are expected to comply with this policy, as well as our Code of Conduct, which require a commitment to ethical business practices and integrity at all times.

Lincoln Electric's Supplier Code of Conduct outlines our expectations regarding business practices of our suppliers. This code provides a means of holding suppliers accountable for failure to meet company standards to illegal child labor, forced labor, human trafficking and slave labor. We reserve the right to request confirmation of compliance with the Supplier Code of Conduct.

Our Compliance department oversees and promotes a culture of integrity and compliance across all of our businesses worldwide to ensure our employees are knowledgeable, properly trained and aligned with our principles and applicable laws. We adhere to a number of directives and policies in our compliance program to ensure that our ethics and integrity remain at the foundation of how we operate.

Our compliance-training program includes mandatory training courses for our global non-manufacturing employees and other key personnel that includes training on our Code of Conduct, Anti-Corruption, Conflicts of Interest, Human Trafficking, Anti-Harassment, Diversity and Inclusion, Workplace Fairness and other related topics.

Lincoln Electric is committed to an environment where open honest communication is expected, retaliation is not tolerated, and where employees, officers, directors, vendors and commercial partners feel comfortable reporting any conduct that is believed to violate our policies, Code of Conduct, or laws. Reports may be submitted to a member of the Compliance team, any member of the Legal department, or through the Company's Compliance Hotline, which is provided and maintained by Navex Global, an independent third party.