

California Transparency in Supply Chains Act of 2010

Disclosure

Revision Date: July 2025

Lincoln Electric (including its affiliates, collectively “Lincoln”) is dedicated to conducting business in a lawful and ethical manner as stated in its Code of Corporate Conduct and Ethics. The Lincoln Electric Code includes a specific prohibition of human rights abuse, slavery, human trafficking and unlawful child labor.

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.

Lincoln Electric’s terms and conditions for the purchase of materials includes a requirement that suppliers represent and warrant that they shall not permit the use of slavery, forced, involuntary or coerced labor, unlawful child labor, human trafficking or sex trafficking by any employee, agent, subcontractor or supplier in the operation or support of its business or the manufacture and distribution of products to Lincoln.

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. As part of its compliance program, Lincoln has a verification process in place to evaluate and address risks of non-compliance with law generally, including human trafficking, forced labor and unlawful child labor. This verification is conducted by Lincoln and, in the case of business partners with potentially higher risk of non-compliance, a third party.

Our compliance-training program includes mandatory training courses for our global non-manufacturing employees and other key personnel that includes annual training on our Code of Corporate Conduct and Ethics, Anti-Corruption, and Conflicts of Interest. Other relevant training includes courses in Human Trafficking, Anti-Harassment and Workplace Fairness on a periodic basis.