



CODE OF CONDUCT

1. Mission and Core Objectives

L-TEK d.o.o. shares the commitment to responsibility and sustainability in the conduct of business in the fields of employment, safe and healthy working conditions, environment care, human rights, and business ethics. It is a fundamental policy of L-TEK to conduct its business with honesty and integrity and in accordance with the highest legal and ethical standards.

2. Human Rights and Labour Standards

- **Human Rights:** We support and respect the protection of internationally proclaimed human rights and ensure that we are not complicit in human rights abuses.
- **Child Labour:** We are opposed to the use of any form of child labour. Suppliers must not employ anyone under the age of 15, or the mandatory school leaving age in the local country, whichever is higher.
- **Prohibition of Discrimination:** All forms of discrimination based on race, sex, religion, age, disability, or other personal circumstances are strictly prohibited. All employees are treated equally.
- **Personal Integrity:** We respect the dignity, privacy, and freedom of speech of each individual.

3. Sustainability and Environmental Protection (ESPR Compliance)

L-TEK conducts its operations in a way that minimizes the impact on natural resources and protects the environment. In accordance with **Regulation (EU) 2024/1781 (ESPR)**, we commit to:

- **Digital Product Passport (DPP):** Ensuring full traceability of materials and the material composition of our PCBAs for the purpose of a circular economy.
- **Right to Repair:** Designing products that facilitate repairability and providing technical documentation to extend the lifespan of electronics.
- **Supplier Compliance:** We expect our suppliers to comply with all environmental laws and to actively report their ecological footprint.

4. Cyber Resilience and Digital Ethics (CRA Compliance)

Due to the nature of PCBA manufacturing involving digital elements, L-TEK adheres to the requirements of **Regulation (EU) 2024/2847 (CRA)**:

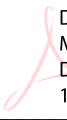
- **Security by Design:** Implementing security protocols as early as the printed circuit board design phase.
- **Vulnerability Management:** Maintaining an established system for detecting and reporting cyber risks within the manufacturing supply chain.
- **Data Integrity:** Strictly safeguarding our customers' intellectual property and digital assets.

5. Business Ethics and Integrity

Area	L-TEK Commitment
Management Integrity	Company management sets an example with their working style and creates an ethical environment.
Conflict of Interest	Employees make decisions in the best interest of the company and report any potential conflicts.
Fair Competition	We reject corruption and commit to fair competition without any price-fixing arrangements.

Location and Date: Šentjernej, May 2026

Matej
Slapsak

Digitalno podpisal
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Datum: 2026.05.27
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Matej Slapšak
CEO, L-TEK d.o.o.