



Code of Ethics and Business Conduct Policy



Code of Ethics and Business Conduct

Our Commitment: At Lin Engineering we believe in doing business the right way—ethically, responsibly, and with integrity. This Code of Ethics and Business Conduct reflects our commitment to these principles and serves as a guide for how we interact with our customers, partners, and communities.

Our Core Principles

- **Integrity in Every Action**
We are committed to honesty and transparency in all our business dealings. Whether it's how we communicate with customers or how we deliver our services, integrity is non-negotiable.
- **Respect for All**
We treat everyone—customers, employees, and partners—with dignity and fairness. Discrimination, harassment, or any form of disrespect has no place here.
- **Commitment to Quality**
We strive to provide the highest quality products and services. Continuous improvement and customer satisfaction are at the heart of what we do.
- **Environmental Responsibility**
We are dedicated to sustainable practices that minimize our environmental impact. From reducing waste to sourcing responsibly, we aim to protect our planet for future generations.
- **Privacy and Confidentiality**
Your trust matters to us. We safeguard your personal information and ensure it's used responsibly and transparently.

How We Operate

- **Compliance with Laws**
We follow all applicable laws and regulations in every region where we operate. This includes fair competition, anti-corruption, and consumer protection laws.
- **Ethical Partnerships**
We work only with partners and suppliers who share our commitment to ethical practices. This ensures that every part of our business aligns with our values.
- **Accountability**
We take responsibility for our actions. If we fall short, we own it, learn from it, and make it right.

Reporting Concerns: If you have any concerns about our practices or believe we've violated this Code, please contact us at 408-919-0200. We take all reports seriously and are committed to addressing them promptly.