



## **Business Partner Code of Conduct**

Lennox International Inc. and its subsidiaries (collectively, “**Lennox**”) proudly operate on a foundation of integrity and the highest standards of business ethics, and has done so consistently since 1895. Our Code of Business Conduct contains three Core Values which form the pillars of our rich heritage and diverse culture: Integrity, Respect, and Excellence. These Core Values are shared principles that unite our team around the world.

Lennox recognizes the value of partnering with reputable and qualified third parties such as contractors, temporary employees, consultants, vendors, and suppliers (collectively, “**Business Partners**”). We strive to build relationships with ethical Business Partners that share our Core Values, and we require our Business Partners to respect and operate in a manner consistent with our Core Values as a condition of all ongoing relationships with Lennox.

### **Lennox Core Values: Integrity, Respect, and Excellence**

#### **1. Integrity - Behave in an honest and straightforward manner.**

- a. Communicate in an honest and open manner
- b. Keep accurate books and records and issue accurate public disclosure
- c. Protect Lennox’s assets
- d. Follow the laws in every country where you do business, including:
  - i. Anti-corruption
  - ii. Insider Trading
  - iii. Antitrust/Anti-competition
- e. Protect Lennox’s confidential information
- f. Respect other companies’ confidential information
- g. Avoid conflicts of interests

#### **2. Respect - Respect our employees, customers, suppliers, competitors, and communities.**

- a. Deal fairly with employees, customers, suppliers, and competitors

- b. Be committed to safety in everything you do
- c. Maintain a workplace free of harassment and discrimination
- d. Promote employee engagement
- e. Embrace diversity and inclusion
- f. Protect the environment
- g. Respect the political process

**3. Excellence - Value high performance and quality products and services.**

- a. Have a bias for action
- b. Help provide employees with an engaging work environment
- c. Help design, manufacture, and distribute quality products and services
- d. Value innovation and continuous improvement

**Reporting Suspected Code Violations and Other Ethical Concerns**

If you believe a Lennox employee or Business Partner is violating applicable laws or is not living up to Lennox's Core Values, or if you have a question about the best course of action in a particular situation, you have a responsibility to act by contacting:

- A member of the Lennox Human Resources Department;
- A member of the Lennox Legal Department; or
- The Ethics and Compliance Office at 972-497-7500 or [compliance@lennoxintl.com](mailto:compliance@lennoxintl.com)

You can also report matters ANONYMOUSLY by calling Lennox's toll-free EthicsLine, available 24 hours a day at 1-855-LII-ETHICS (1-855-544-3844) (also see attached list of global hotline numbers) or online at [www.reportlineweb.com/lennox](http://www.reportlineweb.com/lennox).

Lennox will not allow retaliation against employees or Business Partners for reporting violations or suspected violations.

Please sign below to indicate you have received and will comply with Lennox's Business Partner Code of Conduct.

\_\_\_\_\_  
Business Partner

\_\_\_\_\_  
Date

## International EthicsLine Toll Free Numbers:

### YOU CAN REMAIN ANONYMOUS

| COUNTRY/CC  | Number   |
|---|--|
| Australia (AU)  | 1-800-28-4870                                    |
| Belgium (BG)  | 0800-7-8232                                      |
| Brazil  | 0800-892-1645                                    |
| Canada  | 800-745-2382                                     |
| China (C4)  | North: 10-800-711-1112<br>South: 10-800-110-1036 |
| Czech Republic (CK)   | 800-142-728                                      |
| France (FR)   | 0800-91-8641                                     |
| Germany (GE)  | 0800-181-4361                                    |
| India   | 000-117 then 866-203-2294                        |
| Indonesia   | 001-1-803-1-002-0538                             |
| Mexico  | 001-866-203-2294                                 |
| Netherlands   | 0800-022-9111 then dial 0866-203-2294            |
| New Zealand (NZ)  | 0800-452-476                                     |
| Poland  | 0-0-800-111-1952                                 |
| Portugal  | 800-8-11306                                      |
| Russia  | 8^10-800-110-1011 then dial 866-203-2294         |
| Moscow  | 363-2400 then dial 866-203-2294                  |
| outside Moscow  | 8^495-363-2400 then dial 866-203-2294            |
| St. Petersburg  | 363-2400 then dial 866-203-2294                  |
| outside St. Petersburg  | 8^812-363-2400 then dial 866-203-2294            |
| Singapore (S1)  | 800-110-1877                                     |
| Slovakia  | 00-1-800-745-2382                                |
| Spain   | 900-99-1261                                      |
| Ukraine   | 0^00-11 then 866-203-2294                        |
| United Kingdom (UK)   | 0808-234-5989                                    |
| United States (US)<br>Covers North America, Hawaii,<br>and Alaska | 855-LII-ETHICS (855-544-3844) or 800-745-2382    |

The mark "^" appearing in some codes means "await second dial tone".