

Code of Conduct

(This document is a translation. The original version is in German.)

Preamble:

This Code of Conduct defines the principles and requirements that we set for ourselves and with which we have committed ourselves to our customers. Integrity is important to us, because trust in our actions has carried the traditional company Fischer Söhne AG a long way. The long-term well-being of our company is ensured by our commitment to the values of this Code of Conduct and by shaping our actions accordingly.

The Supplier Code of Conduct, which transfers our values to the supply chain, in no way replaces local legislation. These always apply and are to be regarded as minimum standards. We expect our suppliers to share these minimum principles and comply with applicable regulations and laws.

The Code of Conduct also expresses our high standards of business conduct, particularly with regard to social and environmental responsibility, which goes beyond the above-mentioned principles. We are committed to complying with these ethical rules in our dealings with employees, customers, suppliers, business partners, donors and other stakeholders. This also commits us to continuous improvement, which we work on with our networks.

Groups of people are referred to in this code in a neutral form, which expresses that all persons of all genders are meant equally.

Minimum Standards

As minimum standards within the framework of our Supplier Code of Conduct, we have made a commitment to our customers to also fulfill these within our supply chain responsibility and define them as follows:

The so-called "Ten Principles" on which the UN Global Compact is based:

- The OECD Guidelines for Multinational Enterprises of May 25, 2011
- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance on Conflict Minerals) of April 2016, 3rd edition 2019
- The United Nations Universal Declaration of Human Rights of December 10, 1948

- The UN Guiding Principles on Business and Human Rights (Resolution 17/4 of June 16, 2011)
- The ILO Declaration on Fundamental Principles and Rights at Work of June 18, 1998
- ILO Conventions No. 138 and 182 and the ILO-IOW Child Labor Guidance Tool for Business of December 15, 2015
- The UN Convention against Corruption of 31.10.2003
- The Rio Declaration on Environment and Development of the United Nations of June 14, 1992
- The global climate protection agreement of the UN Climate Change Conference in Paris (COP 21) of December 2015, which entered into force on November 4, 2016

Human rights and freedom from discrimination

An important component of the above-mentioned minimum standards and the basis of all our actions is respect for human rights, freedom of expression and freedom from discrimination. Compliance with the prohibition of discrimination serves to preserve human dignity, respect for privacy and protection of the individual rights of all persons. Coercive, sexual, threatening, abusive or exploitative behavior is therefore prohibited. We therefore explicitly refer to ILO labor standards, according to the following list:

- ILO No. 111/100 Respectful treatment of employees and creation of a workplace free from harassment, abuse and discrimination of any kind
- ILO No. 87/98 Recognition of the right to organize and collective bargaining to the extent permitted by law
- ILO No. 100 Compliance with minimum wages and working hours in accordance with local laws or minimum standards of the respective national economic sectors and in accordance with ILO standards; the wages paid allow employees a decent standard of living
- ILO No. 29, 105, 138, 182 Prohibition of child labor, forced labor, all forms of modern slavery and human trafficking as well as the recruitment, procurement or offering of illegal activities.

Health and Safety

We commit to:

- Reducing occupational accidents and illnesses by establishing and adhering to safety standards
- Conducting regular employee training to ensure occupational safety and improve risk awareness.

Environmental Responsibility

Not only we, but also our suppliers are committed to taking appropriate precautions for the environment as part of their business activities. This includes the following principles:

- Efficient use of natural resources and use of secondary raw materials wherever possible, as well as energy-efficient, climate-neutral and environmentally friendly technologies
- Conservation of natural resources such as land, forests and water
- Phasing out or restricting the production, use or release of persistent organic pollutants
- Classification and labeling of the hazardous properties of substances and mixtures to enable the safe use of chemicals
- Proper disposal, control and treatment prior to release of waste, including compliance with
 - waste, including compliance with export bans on hazardous waste
 - effluents
 - emissions
 - chemicals or
 - other materials with potential negative effects on human health or the environment.

This also includes reducing waste volumes, cutting emissions and complying with restrictions on the handling of products containing mercury. Together with our suppliers, we want to make an active contribution to climate protection along the supply chain.

This also means that we and our suppliers comply with product-related regulations relating to the European Union's Carbon Border Adjustment Mechanism, RoHS (Restriction of Hazardous Substances), WEEE (Waste from Electrical and Electronic Equipment) and the EU's REACH (Registration, Evaluation, Authorization of Chemicals) regulation. These apply to imports into the EU as well as to use in the company's own production. This means that efficient management structures for environmental issues must be applied. Evidence of this will be provided on request.

Responsible business partners/compliance

Our suppliers are committed to fair conduct in competition and in their business relationship with us. The following principles must be observed:

- Prohibition of all forms of corruption, extortion, embezzlement, money laundering and terrorist financing
- Compliance with the applicable competition law regulations
- Compliance with applicable customs and export regulations and sanctions regimes
- Confidentiality and protection of personal data, confidential information and business secrets
- Provision of information about situations that may lead to a conflict of interest in the context of the business relationship
- Delivery of products that comply with the applicable laws and regulations and our quality standards.

Our suppliers are committed to implementing an adequate compliance management system that supports the proper adherence to these principles, as well as all applicable laws and regulations. This also includes the existence of an effective internal or external whistleblowing system that enables the reporting of violations of these principles or associated risks. A key focus is on the prevention of corruption and bribery. Suppliers are strictly prohibited from directly or indirectly offering, paying, requesting, or accepting bribes or kickbacks that could result in or promise undue advantages.

As part of our responsibility to work collaboratively and transparently within the supply chain, companies in our supply chain, their employees, and other third parties can report potential compliance violations at any time through our [whistleblowing hotline](#). Suppliers are also required to establish systems that allow for the identification and resolution of incidents or risks in an integrated and jointly responsible manner.

We will regularly review this Code of Conduct and make changes as needed. Significant changes will be communicated to the suppliers. Since integrity and trustworthy collaboration are of great importance, we support our suppliers, if necessary and desired, in fulfilling the due diligence obligations outlined herein. Furthermore, to ensure our own due diligence, we are entitled to verify the supplier's compliance with this Code of Conduct using appropriate means. As part of such a review, the supplier grants Fischer Söhne AG access to all necessary data and information regarding the implementation of this Code of Conduct. In the event of a suspected violation of this

Code of Conduct, the supplier is obligated to investigate the matter accordingly. Fischer Söhne AG may also conduct its own investigations with the supplier's support in cases of suspected violations. In the event of a breach of this Code of Conduct and its principles, Fischer Söhne AG reserves the right to take appropriate legal action.

By signing this document, our suppliers commit to adequately communicating the contents of this Code of Conduct to their employees, representatives, and subcontractors and to taking all necessary measures to implement the principles contained within it.

Muri, 16.04.2025



Daniel Stratenhoff, CEO

Conny Wuppermann, Chairwoman of
the Board of Directors

Supplier

Company

Place, date

Signature(s)