

Code of Conduct

Introduction

This code of conduct applies to all employees of Fristam Pumpen KG (GmbH & Co) and its operating sites. It is also the basis of business relationships with suppliers of goods and services and their suppliers or subcontractors, especially within the meaning of the Supply Chain Act (LkSG).

The guidelines described here are our contribution to ensuring compliance with legal, social, ethical and ecological standards. We expect our employees and suppliers alike to always comply with these conditions. Suppliers must implement the requirements of this Code throughout their supply chain.

Violations of this code must be reported to us immediately as part of a collaborative dialogue. Failure to make improvements can lead to the termination of current or impending contractual relationships. Fristam reserves the right, in justified cases, to audit its suppliers for compliance with this Code after reasonable notice.

General obligation

Current local guidelines, laws and regulations must always be followed. If international standards also apply, these must be observed. In particular, human rights must be respected at all times. The negative effects of our own actions on our environment must always be minimized.

All transactions must not violate applicable regulations to prevent terrorist financing. Economic embargoes, import and export controls or other trade regulations must be observed in accordance with applicable law.

Ban on child and forced labor

The applicable law regarding child labor must be observed. The minimum age for employment is the legal minimum age for the country or the age for completing compulsory education in that country, whichever is higher. In countries without minimum age regulations for employment, children under the age of 14 are not employed.

All employees carry out their work on a voluntary basis. Involuntary labor, especially forced labor, must not be encouraged under any circumstances. Disciplinary measures may only be taken in accordance with national or international law. Employees may freely terminate their employment relationship at any time, subject to the applicable deadlines.

Work permit, working hours and pay

Employees must have a valid work permit for the period of their employment. Legal and, if applicable, collective bargaining regulations regarding working hours and remuneration must be met. In particular, the legal or, if applicable, collective bargaining requirements regarding minimum wage, maximum working hours, rest breaks, vacation and overtime pay are observed.

Prohibition of discrimination

When initiating, establishing and exercising employment relationships, it must always be ensured that all people are treated equally, regardless of personal characteristics. Example given, equal opportunities must be guaranteed regardless of national origin, skin color, gender, age, sexual orientation, disability, religion or membership in an employee organization. Employees may not be discriminated against by other employees within the company or by third party employees.

Freedom of assembly and association

Within the legal framework, employees always have the right to form or join an employee organization or to be represented by it. Collective bargaining must be respected within these framework conditions.

Health and safety

Business related health and safety risks for employees, customers, suppliers, service providers and the public must be reduced. All applicable guidelines and laws must be observed. The employees need to be trained regularly on safety-related matters and emergency measures. The detection and prevention of potential safety risks must be ensured organizationally.

Contamination and disposal

Water, air and soil contamination as well as noise emissions must be avoided as far as possible. The regulations applied in this regard, e.g. for disposal, must always at least meet the legal requirements.

The handling of hazardous waste and substances, including in particular chemicals and persistent organic pollutants, must always be carried out in accordance with national and, if necessary, international guidelines and law.

Resource conservation and sustainability

Reduction in the use of resources to preserve our environment and its natural resources and raw materials must be taken into account both in ongoing business operations and in business decisions.

The products manufactured should always be developed or optimized to conserve resources in terms of production, transport and disposal. Particularly, attention must be paid to optimized energy efficiency during the ongoing operation of energy-consuming products.

CO₂ emissions caused by business operations or products should be avoided if appropriate. In this context, energy consumption should be continuously reduced if possible. CO₂-neutral energy sources are to be preferred where appropriate.

Conflict minerals

Suppliers must monitor the origin, procurement and delivery of the conflict raw materials contained in their products, such as gold, tantalum, tungsten or tin and provide us with relevant information without request.

Competition and corruption

Anti-competitive practices prevent fair competition and are therefore prohibited. The relevant laws must be adhered to. The same applies to all anti-corruption regulations. Corruption is not accepted in any form. The applicable anti-money laundering act must always be followed.

Information security, privacy and intellectual property

The applicable privacy regulations must be adhered to. In particular, personal data of employees internal or external to the company must be protected through appropriate measures.

Intellectual property, especially confidential information of all business partners, must always be treated confidentially and protected from unauthorized access. It will only be used or passed on in an appropriate manner that serves the respective business process.

Whistleblowing

Persons internal or external to the company can, in particular, report violations of applicable law or this Code of Conduct without any disadvantage to themselves and without any discrimination at: <https://tippgeberschutz.hamburg/whistleblower/FRISTAM-Pumpen-KG/de>. The reports will be checked in a timely manner.

Feb 2nd, 2024



.....
Wolfgang Stamp
Managing Director

Confirmation

Receipt and compliance with this Code of Conduct are confirmed.

.....
Authorized Signature

.....
Printed Name

.....
Date

.....
Company (for Suppliers)