

This Compliance Policy summarises the basic rules that apply throughout the Frech Group for ethical, lawful and legally compliant conduct with each other and with business partners, the authorities and other third parties. It contains binding rules that apply equally to all of us. It obliges us to act accordingly and to refrain from doing anything that contradicts these rules:

1) Law-abiding conduct

Complying with national and international laws, regulations and minimum industrial standards and obeying internal rules is a matter of course at the Frech Group. Employees must inform themselves regularly about the regulations that apply in their area of responsibility and must always assess the legality and lawfulness of their actions.

2) Mutual respect, honesty and integrity

We respect the personal dignity, privacy and personal rights of every individual. We work together with different nationalities, religions, skin colour, genders, ages and people with disabilities. We always treat each other with respect. We are open and honest and stand by our responsibilities. We are reliable partners and only make commitments that we can keep.

3) Leadership, responsibility and supervision

Supervisors bear responsibility for the employees assigned to them. The Frech Group has also drawn up management principles that must be observed by every employee with management responsibility. Managers conscientiously fulfil their organisational and supervisory duties. This includes actively communicating this Compliance Policy and ensuring that it is followed. The health and safety of employees is in Frech's own best interests. Health and occupational safety in accordance with the applicable regulations are therefore an integral part of all operational processes.

4) Conduct with business partners and third parties

The Frech Group is fully committed to competition by fair means and in particular to strict compliance with competition law. Even the mere appearance of anticompetitive conduct must be avoided.

Every employee must comply with the rules on fair competition. Management must be informed of any misconduct by third parties.

As a global company, the Frech Group strictly complies with all relevant national and international customs, trade, tax and export control regulations, including all applicable sanctions and embargoes. All employees involved in importing and exporting goods and other cross-border transactions must familiarise themselves with the control regulations applicable to their activities and must comply with those regulations when purchasing, procuring, manufacturing or placing goods or services on the market or when transferring or receiving technology.

5) Secrecy and data protection

We place a high priority on secrecy and data protection for the information entrusted to the Frech Group. Throughout all business processes, we ensure that privacy and personal data are protected and all business information is secure in compliance with statutory requirements and our internal rules. For the technical and organisational measures we employ to safeguard data, particularly to protect against unauthorised access and loss, we apply an appropriate standard that takes account of the latest technology and the relevant risk.

6) Sustainability and corporate social responsibility

Sustainability is at the core of our business. It defines our responsible business practices, our risk management approach and our technological contribution to protecting the climate and resources and to product safety, in the interest of future generations.

7) Action in the event of breaches of the rules

Breaches of laws, policies and other rules can lead to economic loss, criminal sanctions and fines for our company and its employees, as well as damage to our image and reputation, the withholding of permits and exclusion from national markets. Breaches must therefore be identified in good time to prevent damage to the Frech Group and its employees and to ensure a level playing field.

If there are sustained breaches of this Code of Conduct by business partners, the Frech Group reserves the right to exclude those business partners.

Date	Branch
Signature	
Name of person signing	
Position of person signing	