



Code of Conduct

for Fey suppliers and business partners

Preamble

The business policy of Fey Lamellenringe GmbH & Co. KG requires compliance with a code of conduct with which both the shareholders and the workforce can identify. They must also comply with both statutory and corporate rules and regulations. As a basis for a long term business relationship, Fey Lamellenringe expects its suppliers and business partners to adopt this code of conduct and incorporate it into their corporate policy.

Duty of the company management

Fey Lamellenringe believes it has a duty to act economically, socially and for the good of the environment. Fey Lamellenringe strives to operate its business competently, on an ethical and moral basis, and to pursue fair competition in all the markets in which it is active. We believe this includes complying with current laws and accepting bans on cartels and competition restrictions. We do not want to obtain illegal advantages over our customers, suppliers or competitors.

Scope

The following code of conduct applies to us, in particular, all our suppliers and service providers, as well as their subcontractors, and business partners who work with us.

Suppliers/business partners...

Compliance with laws and social standards

...comply with the current laws and regulations of the applicable legal systems and they also obey national customs and conventions, traditions and other social standards.

Ban on corruption and bribery

...do not tolerate any form of corruption or bribery and ensure that their employees do not offer, promise or grant any benefits to Fey Lamellenringe employees or third parties

related to them with the objective of winning an order or gaining some other benefit in the business relationship.

Avoidance of conflicts of interest

...only make decisions based on material criteria.

Conflicts of interest with private matters or other financial or other activities, including those relating to family members or other related persons or organisations, are avoided from the very outset.

Fair competition

...act fairly against their competitors and comply with current cartel laws. Involvement in illegal cartel agreements with competitors and the abuse of a dominant market position are prohibited.

Respect for the basic rights of employees

...respect international human rights and do not breach them.

...respect the personal dignity, privacy and personality rights of every individual.

The employment contracts at suppliers/business partners are based on the free decision of employees and were not concluded under duress.

...respect the equal opportunities and equal treatment of their employees and provide them with support. Any form of harassment, discrimination or disadvantage on the basis of skin colour, race, nationality, social origin, disability, sexual orientation, political and religious convictions and of their sex and age is prohibited and will not be tolerated.

...comply with the minimum standards set out in laws and international labour standards, particularly relating to freedom of association, the prohibition of forced labour, the appropriateness and equality of remuneration (minimum wages), compliance with working times, protection from discrimination, compliance with the minimum age and the prohibition of child labour.

Protecting the environment

...respect statutory and international standards relating to environmental protection.

Pollution is minimised and company environmental protection procedures must undergo continuous improvement. Regular training enables the suppliers/business partners to ensure that their personnel understand how to act sustainably.

Respect for the health and safety of employees

...ensure that they provide a safe, healthy working environment. In this respect, the supplier/business partner respects current safety and health regulations and seeks to prevent industrial accidents, injuries and work-related illnesses by taking suitable precautions. The supplier/business partner provides regular training to provide its employees with the appropriate expertise.

Compliance with data protection; confidentiality

...comply with all the relevant laws to protect personal data. Suppliers and business partners also ensure confidentiality for business and company secrets and only disclose confidential information with the express written consent of Fey Lamellenringe GmbH.

Application to the supply chain

...ensure that this code of conduct is also used by their subcontractors and ensure that no breaches of it occur.

This code of conduct should be applied in the selection of suppliers. Any breaches identified or any existing suspicion must be reported to the management of Fey Lamellenringe GmbH as part of the business relationship.

Fey Lamellenringe GmbH & Co. KG

The Management