

## **Supplier Business Practices Policy**

fischerwerke GmbH & Co. KG and its subsidiaries are proud of its reputation concerning honesty, integrity and excellence in everything that the companies do. Therefore fischerwerke GmbH & Co. KG and its subsidiaries expect and require that suppliers which manufacture and deliver goods for fischerwerke GmbH & Co. KG and its subsidiaries meet specific social standards concerning human rights, working conditions and environmental protection.

The selection maintenance and continuation of the business relations with suppliers of fischerwerke GmbH & Co. KG and its subsidiaries is for all purchased products subject to compliance of the following standards by the suppliers:

### **1. Legal Compliance**

Compliance with all applicable national laws and regulations.

### **2. Freedom of Association and the Right to Collective Bargaining**

The rights regarding freedom of association and collective bargaining of the employees must be allowed.

### **3. Prohibition of Discrimination**

No discrimination shall be tolerated on the basis of gender, age, religion, race, caste, social background, disability, ethnic and national origin, nationality, membership in workers' organizations including unions, political affiliation, sexual orientation, or any other personal characteristics.

### **4. Compensation**

Wages paid for regular working hours, overtime hours and overtime differentials shall meet at minimum the legal standards.

### **5. Working Hours**

Overtime hours are to be worked solely on a voluntary basis. The maximum allowable working hours regulated by law must be observed.

### **6. Workplace Safety**

A clear set of regulations and procedures must be established and followed regarding occupational health and safety. Workplace practice and conditions which violate basic human rights are forbidden.

**7. Prohibition of Child Labour**

No employees shall be employed which have not achieved the minimum age according to law.

**8. Prohibition of Compulsory Labour**

All forms of compulsory labour are forbidden.

**9. Environment and Safety Issues**

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and waste water treatment must meet or exceed minimum legal requirements.

**10. High Integrity**

High integrity must be an important part of the company philosophy of supplier. Supplier is therefore obliged not to grant benefits to employees of fischerwerke GmbH & Co. KG or their subsidiaries such as products free of charge or services (for example holiday trips) in order to influence the business with fischerwerke GmbH & Co. KG and/or its subsidiaries.

fischerwerke GmbH & Co. KG and its subsidiaries will only cooperate with suppliers which observe the aforesaid standards. The observance of these standards will be checked from time to time. In case violations of these standards will be detected through the check the supplier concerned will be contacted and solutions will be searched. If suitable solutions cannot be found, agreed upon and implemented within a reasonable period of time, this is reasonable ground for the termination of the business relation.

Waldachtal, Date

Place, Date

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fischerwerke GmbH & Co. KG

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Supplier