



fischer 

Business Partner Code of Conduct

for the fischer Group of Companies

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1. Introduction

fischer's success is based on the **trust** of our customers, partners, employees and the public in fischer's **performance and integrity**.

Business Partner Integrity Management is crucial in maintaining our integrity with our business partners. It is imperative that our partners act in a legally and ethically correct and honest manner and to maintain and ensure appropriate risk assessment and general due diligence.

Therefore, the fischer Group of Companies expects and requires its partners to comply with specific environmental, social and governance standards pertaining to human rights, working conditions and environmental protection.

Partners are all natural persons and legal entities that the fischer Group of Companies conducts business with, such as suppliers, customers and employees of the companies.

2. Adhering to the fischer Code of Conduct.

We also expect our business partners to adhere to our code of conduct and to uphold our values as outlined in the **fischer Code of Conduct**. Additionally, we require that our partners conduct their business with corporate due diligence.

Hence, it is essential for fischer's partners to comply with the following standards in order to maintain and continue their business relationships with the fischer Group of Companies.

Compliance with the law

All applicable laws and regulations must be complied with. Our partners thereby need to adhere to the following regulations, inter alia:

- Prohibiting money laundering and financing terrorism
- Foreign trade and sanctions
- National and international antitrust laws

- Protecting intellectual property and trade secrets
- Data protection and information security

Integrity

Integrity needs to be an integral part of the corporate philosophy. Absolutely no type of corruption or bribery is accepted or tolerated. Conflicts of interest are to be avoided at all costs and it is necessary to ensure a high degree of transparency.

Within this context, the partner shall not offer any employee of the fischer Group of Companies any type of benefits and or favours, such as free products and/or services to favourably influence business with the fischer Group of Companies. As a matter of principle, any improper preferential treatment or interference with partners is strictly prohibited.

Product-Compliance

Our products and product-related services comply with stringent quality standards and meet the applicable technical, regulatory and legal requirements.

Human Rights

Child labour, human trafficking and forced labour of any kind are strictly prohibited. Protecting local communities and minorities must be taken into account.

When contracting external staff, ensure that they are properly trained and supervised. Caution is advised, especially when contracting private or public security companies. In the event such companies are contracted, they must not interfere with the freedom of association and the fear of repression must be prevented. Any use of violence, torture or other treatment endangering life or limb is expressly forbidden.

Land, forest and water rights must be upheld to ensure long-term protection of people's livelihoods. Do not undertake any unlawful forced evictions.

Adhere to the ILO Declaration on Fundamental Principles and Rights at Work and other international human rights standards.

Working Conditions

People must be guaranteed the freedom of association and the right to collective bargaining. Respect for all people must be maintained. Therefore, harassment or discrimination will not be tolerated, whether based on gender, age, religion, origin, caste, disability, ethnic or national origin, nationality, membership in employee organizations, including trade unions, political affiliation, sexual orientation

or any other personal attributes. Respect for diversity must be ensured in all circumstances. Wages for regular work hours and overtime pay, including any extra pay for overtime worked, must at the very least meet legal standards.

Overtime is only permissible on a voluntary basis. The legally permitted maximum working hours are to be observed.

Clear regulations and measures on occupational health and safety must be implemented and followed. Workplace policies and conditions that violate fundamental human rights are prohibited.

All employees need to be trained in subjects relevant to their work, in particular occupational health and safety.

The Environment and Sustainability

Processes and standards regarding waste management, handling and disposal of chemicals and other hazardous substances, emissions and wastewater treatment must meet or exceed legal requirements. Fischer partners are obliged to avoid polluting the environment, to conserve resources and continually improve their own environmental protection and environmental management systems.

Responsibility for raw materials

The mining and processing of various materials – in particular of raw material – carry risks concerning the environment and human rights. These risks need to be mitigated and avoided. In particular, increased due diligence is required for raw materials that originate from conflict and risk areas. Due diligence and inspection requirements for conflict minerals are mandatory and have to be complied with.

3. Corporate due diligence obligations.

We are bound by certain legal requirements and are therefore obliged to ensure that our business partners and we uphold human rights and meet environmental due diligence obligations in an appropriate manner to prevent or mitigate human right violations and environmental risks and if possible, remedy such human rights or environmental violations.

We, therefore, expect our business partners to implement appropriate processes, preventive measures and actions in order to identify, prevent, mitigate or, if necessary, eliminate risks related to human rights or the environment for themselves and their business partners at an early stage.

4. Implementation and monitoring – terminating the business relationship.

We expect our business partners to assist us in complying with these legal requirements by ensuring that they and their direct business partners comply with the provisions and values of this Business Partner Code of Conduct, or with rules of equal quality.

We require that appropriate preventive and remedial measures are implemented which specifically meet the following requirements:

Preventive measures

We require that our direct business partners:

- Take into account our human rights and environmental expectations when selecting a direct supplier;
- Comply with our human rights and environ-

mental obligations and properly manage them along the supply chain

- Carry out training and education to ensure enforcement of the direct supplier's contractual commitments;
- Establish appropriate contractual monitoring mechanisms and implement risk-based measures with their direct business partners in order to verify the direct supplier's compliance with the Human Rights Policy.

We further require that any business partner who identifies a risk during a risk analysis promptly takes appropriate preventive measures. This may include:

- A policy declaration on its human rights strategy

- Preventive measures in its own business area, such as:
 - The implementation of the human rights strategy as outlined in the policy statement on the relevant business operations,
 - The development and implementation of appropriate sourcing strategies and practices that prevent or mitigate identified risks,
 - Conducting training in the relevant business units,
 - Implementing risk-based monitoring measures to verify compliance with the human rights strategy set down in the Declaration of Principles in its own business unit.

Remedial measures

The fischer Group of Companies will only work together with partners that comply with the aforementioned standards. fischer is entitled to verify compliance with these standards. Therefore, an audit is or may be required. We expect our partners to cooperate by providing us with any documents and evidence we request and if necessary to carry out a self-assessment. This self-assessment is to be conducted annually or can be requested as required.

Should we become aware that a violation to human rights or the environmental has occurred or is about to occur in our own operations or those of a direct business partner, we will promptly take corrective action to prevent, stop, or mitigate the extent of the violation.

We expect our business partners to do the same, if they discover such violations in their own business or in the business of one of their direct business partners.

Our business partners must take appropriate steps to ensure that their partners also abide by the values and principles of conduct con-

tained in the fischer Business Partner Code of Conduct and fischer Code of Conduct. Furthermore, our business partners are responsible to ensure that their partners comply with their own due diligence obligations.

Should any violations be identified during the audit, we will contact the partner in question and work towards finding a solution. As a result, we expect appropriate preventive and remedial measures to be implemented and their effectiveness to be verified.

In the event suitable solutions are not found, agreed upon and implemented within a reasonable timeframe, fischer and the business partner agree that such circumstances justify fischer terminating the business relationship, including termination with immediate effect.

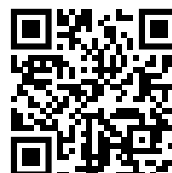
Breaches to the Code of Conduct or to any applicable laws and regulations are not permitted and must be reported immediately.

Reports can also be made by using the **fischer whistleblower system**. The whistleblower can choose to submit their report anonymously or by providing their contact information.

All reports and information are promptly followed up on. fischer ensures a confidential and discreet process in accordance with applicable legal requirements.

fischer whistleblower system

fischer.integrityline.com/setup



5. Confirmation

We hereby confirm that we fully agree with the aforementioned Business Partner Code of Conduct and accept the stipulated values, comply with the conduct directives, the corporate due diligence and conduct our business accordingly.

Company	
Address	
Location and Date	
Signature	
Name in block letters	

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