



FISCHER ETIQUETTE

OUR CODE OF CONDUCT

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As described in our company principles, we strive for exemplary quality in our products and processes, but also in our behaviour. The honest and ethically correct behaviour of every employee, both internally and externally, serves the lasting economic success of FISCHER LICHT & METALL.

Our employees are the foundation of our success. They have a unique and valuable potential of talent, knowledge and creativity, and personal initiative and commitment are encouraged by the company. Fair treatment, open communication and good working conditions are key to success.

For this reason, we have summarised the basic rules of our common existence in this Code of Conduct. We expect every employee to act in accordance with this Code and the values of our company and to be aware of their responsibility for the reputation of FISCHER LICHT & METALL.

For ease of reading, the masculine form is used for personal names and personal nouns in the following pages. The same terms are used for both genders to ensure equal treatment. The abbreviated form is used for editorial purposes only and does not imply any judgement.

WE TREAT EACH OTHER WITH MUTUAL RESPECT AND COURTESY.

We act honestly and respectfully towards colleagues, supervisors, customers and suppliers. Personal dignity and privacy are respected.

All employees are expected to treat each other in an open, fair and

respectful manner. Employees and third parties are treated equally at FISCHER regardless of gender, age, religion or ideology, skin colour, sexual orientation, physical condition or ethnic origin. Harassment or discrimination will not be practised or tolerated.

WE BEHAVE IN A LAW-ABIDING MANNER.

FISCHER LICHT & METALL and its employees agree to comply with this Code of Conduct and the applicable local laws and regulations. We respect the global rules for the protection of human rights. This is consistent with our core values and applies regardless of the threat of punishment.

It is not in the interests of our business to act illegally. It is unethical, leads to serious reputation damage and can result in criminal prosecution,

damages and loss of business

Employees who act unlawfully must be aware that they themselves are at risk of prosecution. Compliance is therefore for the employee's own protection.

Employees are required to take this into account in their conduct and professional activities.

WE PROTECT FISCHER'S INTELLECTUAL AND PHYSICAL PROPERTY.

We treat equipment with care and according to its purpose. We do not use equipment - including PCs, laptops, telephones and mobile phones - for personal use unless specifically permitted.

We are responsible with the assets of FISCHER. Unnecessary costs must be avoided.

Confidentiality of business transactions must be maintained at all times.

We must ensure that confidential information does not reach unauthorised third parties. This also applies to confidential information we receive from our business partners. If special circumstances require special discretion, we must also maintain this discretion with colleagues.

WE TREAT PERSONAL DATA RESPONSIBLY.

We use the personal information of our employees and contractors only for the purposes for which it was provided.

We treat personal information confidentially. The laws enacted to protect personal data must be strictly adhered to.

WE AVOID RISKS TO PEOPLE AND TO THE ENVIRONMENT.

We set the highest standards for the quality and safety of our products and services. We monitor the performance of our products in the marketplace and help our customers avoid hazards.

We provide a safe working environment. Safety regulations must be strictly adhered to and constantly reviewed for effectiveness.

Abuses must be identified and corrected immediately. Management has a special responsibility.

We use natural resources sparingly and strive to do the same with our products. We avoid harmful effects on the environment. We comply with environmental legislation as a matter of course.

WE DOCUMENT KEY BUSINESS TRANSACTIONS IN A CLEAR AND TIMELY MANNER.

Internal and external reports must be accurate and complete to give the recipient an accurate picture of the situation. We are committed to presenting the facts and using factual language. Premature conclusions must be avoided.

Documents required for current or anticipated internal audits or regulatory investigations must not be destroyed, removed or altered.

WE PROMOTE THE INTERESTS OF FISCHER.

We strictly separate business and personal interests and do not use our work at FISCHER for private gain.

The use of company funds for any illegal or improper purposes is prohibited.

Sideline activities require the prior consent of FISCHER LICHT & Metall.

This applies in particular to secondary activities for competitors, customers or suppliers of FISCHER LICHT & METALL.

**»TAKE AN INTEREST IN OTHERS,
IF YOU WANT OTHERS
TO TAKE AN INTEREST IN YOU.
RESPECT YOURSELF
IF YOU WANT OTHERS
TO RESPECT YOU.«**

ADOLPH FREIHERR VON KNIGGE

THIS CODE OF CONDUCT IS BINDING ON ALL EMPLOYEES.

The management of FISCHER actively promotes the communication of these rules of conduct and ensures their sustainable implementation.

Our managers have a special responsibility: They are called upon to exemplify the rules of conduct described in this Code and our corporate values. They are the first point of contact when their employees have questions about the right behaviour in individual situations. They are also responsible for ensuring compliance with the FISCHER ETIQUETTE in their area of responsibility.

Your line manager or senior management will answer questions about this CODE OF CONDUCT or correct behaviour in individual situations.

Violations of this Code will be reported and will result in disciplinary action. FISCHER LICHT & METALL encourages all employees who are aware of violations of law or internal rules to report them. All indications of such violations will be investigated. Reports can be made to the respective supervisor or to the management.

FISCHER LICHT & METALL expects its employees to use this tool responsibly and with integrity.



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