

## Foreword from the management

Faulenbach Schmiedetechnik GmbH is leading company in the field of manufacturing and supplying forgings, bars, disks, rings, tubes, strips and sheets made of corrosion-resistant steels, special materials, nickel, nickel-based alloys, titanium and titanium alloys in raw, pre- and final machined finish.

Our success is based on many factors. They include the range and quality of our products and services, as well as our aspiration to be an exemplary company in every respect.

Likewise, one of these factors is our excellent reputation. It is based on the consistent striving for ethically correct behavior and professional and honest working attitude.

The current code of conduct is intended to help you to orientate yourself even better in a business environment that has become increasingly complex in recent years. The code of conduct includes rules that are binding for our entire company. It also takes into account our values and principles such as security, integrity, sustainability and respect.

Wiehl, 20th May 2020

The Management

  
Christoph Garten  
Justus Knoche

## Human Rights and Social Standards

### Rejection of Child and Forced Labor

- We stand to the minimum age of the employees as required by the national laws and international agreements. We do not tolerate forced labor, enforced confinement labor, binding obligations on labor or human trafficking.

### Conflict Minerals

- Conflict materials that may be contained in our products have to originate only from sources that are free of DRC conflicts. We also demand this from our suppliers.
- Procedures must be created or implemented for the traceability and origin of products that contain conflict minerals. The records must be made available to us on request.

### Equal Opportunities

- We stick to the principles of equal opportunities and fair treatment, do not tolerate discrimination and do not verbally or physically harass employees.

### Wages and Benefits

- We comply with applicable laws and industry regulations regarding working hours.
- Wages and additional benefits comply with the applicable laws and the policy on minimum wages. There is regular coordination with local industry and market standards.

## Health and Safety

### Abidance by the law, Applicable Rules and Regulations

- We refrain from behavior that violates the law.
- Faulenbach Schmiedetechnik GmbH guarantees:
  - to comply with all internationally and nationally recognized legal standards, ordinances as well as applicable laws on occupational health and safety protection and strives for constant further development in this regard,

- to provide healthy and safe work environment
- to provide all necessary resources for continuous monitoring, prevention and improvement of occupational health and safety protection,
- to establish and maintain the appropriate management system for occupational health and safety protection.

## Confidentiality and Data Protection

We guarantee:

- confidential handling of business, financial and technical data, as well as the business correspondence of our business partners,
- no appropriation of assets or copyright ownership by Faulenbach Schmiedetechnik GmbH or third parties used by us.

All of the Faulenbach Schmiedetechnik GmbH employees work in accordance with the General Data Protection Regulations.

## Environmental Protection

### Awareness of Environmental Responsibility

- We comply with all relevant laws and regulations as well as internationally recognized standards for the protection of the environment.
- We are committed to continuously improve environmental protection.
- We anticipate that all our employees are aware of the value of the available resources and that they use them sparingly.

### Waste/Emissions

- We handle, move, store, recycle and reuse waste orderly. Generating waste, emissions and wastewater is minimized as far as possible. Disposal is managed and checked accordingly.

### Climate

- The ongoing development of the company, taking into account the changing aspects of increasing a more climate-friendly atmosphere, with the help of e.g. Renewable energies such as photovoltaics, is a key feature of our environmental policy.

## **Compliance and Integrity**

### Anti-corruption

- We don't allow any corruption or bribery.

### Antitrust Law

- We comply with the valid antitrust laws and competition regulations.

