



Code of conduct of Franke GmbH

Code of conduct



It is of great importance to us at Franke GmbH in Aalen to set and maintain ethical and moral standards to ensure responsible and sustainable business operations. Our Code of Conduct serves as a guide for our employees as well as our business partners and suppliers to ensure that we always act in accordance with applicable laws and regulations and meet the highest standards of integrity and ethics.

We take our responsibilities towards our employees, business partners, customers and the environment seriously and are committed to treating each other fairly, avoiding conflicts of interest, fighting corruption and money laundering, and complying with export control and customs regulations. Furthermore, we are committed to environmental protection, effective energy use and product safety and quality in order to make our contribution to sustainable development.

We are aware that compliance with these standards is not always easy and that there may be situations in which employees are confronted with cases of doubt or conflict. For these cases we have formulated this Code of Conduct. It provides us all with a guideline for reliable behaviour that conforms to company standards.

We are proud to commit ourselves to these high standards and will continue to strive to implement them in all areas of our company.

Franke GmbH

Aalen

Daniel Groz
Director

Sascha Eberhard
Director

Principles

Franke GmbH is a company built on integrity, fairness and ethics. We comply with all applicable laws and regulations and are committed to the highest standards in our business practices.

1. Fair treatment of employees and business partners

Franke GmbH treats all employees and business partners fairly and with respect. We encourage open communication and cooperation at all levels and ensure a working environment in which all individuals are valued.

2. Fair competition

Franke GmbH is committed to fair competition and rejects any form of unfair or dishonest business practices. We abide by all competition laws and ensure that all decisions are made in the best interest of the company and its customers.

3. Fight corruption

Franke GmbH is committed to fighting corruption in all its forms. We have a zero-tolerance policy towards bribery and corruption and are committed to ensuring that all employees and business partners share and respect these values.

4. Handling company property

Franke GmbH manages its property with the utmost care. We ensure that all employees handle the company's property responsibly and only use it for business purposes. We take care that no company property is sold, lent or borrowed without the prior consent of the company.

5. Protection of business secrets and IT security

Franke GmbH pays attention to the protection of business secrets and obliges all employees, to treat confidential information and data with care and to use it only for business purposes. We ensure that all IT systems and data are secure and implement appropriate technical and organisational actions to ensure IT security.

6. Prohibition of insider trading

Franke GmbH prohibits insider trading and obliges all employees to treat insider information confidentially and to use it only for business purposes. We ensure that all decisions are based on information that is publicly available and does not contain any information that is not publicly available.

7. Avoidance of conflicts of interest and private activities

Franke GmbH expects all employees to avoid conflicts of interest and not to engage in activities that could impair their ability to perform their work in the interest of the company. We expect employees to disclose any conflicts of interest and not to engage in private activities that violate our company policies.

8. Compliance with export control and custom regulations

Franke GmbH complies with all export control and customs regulations and ensures that all employees comply with them. We ensure that no products or technologies are exported or imported without the necessary permits.

9. Occupational health and safety

Franke GmbH greatly values the protection of the health and safety of all employees. We are committed to employees work under safe conditions and that all legal requirements with regard to occupational health and safety are met. We promote a culture of safety and encourage all employees to point out sources of danger to us in order to prevent injuries and accidents.

10. Product safety and quality

Franke GmbH is committed to providing products and services of the highest quality. We ensure that all our products comply with the applicable legal regulations and internal quality standards. We promote a culture of quality that enables us to continuously improve our products and services.

11. Environmental protection, effective use of energy and sustainability

Franke GmbH is aware of its responsibility for the environment and is committed to the effective use of energy and resources. We are committed to sustainability and environmental protection by minimising the environmental impact of our business activities and by developing environmentally friendly products and services.

12. Protection of personal data

Franke GmbH undertakes to protect personal data in accordance with the applicable data protection regulations. We ensure that all personal data is collected and used in an appropriate manner to respect the rights and freedoms of data subjects. We promote a culture of data protection by ensuring that all employees are trained and understand the protection of personal data as part of their work.

13. Financial Integrity and Anti-Money Laundering

Franke GmbH is committed to maintaining the highest standards of financial integrity and anti-money laundering. We comply with all applicable laws and ensure that all transactions and financial information are accurate and transparent.

14. Conduct in cases of doubt and contact persons for tips

Franke GmbH encourages all employees to raise concerns or questions about Franke GmbH's conduct and business practices. We provide opportunities to submit confidential tips without concern for negative repercussions. All tips will be taken seriously and treated confidentially.

15. Special responsibility of managers

Managers of Franke GmbH have a special responsibility to promote and exemplify the standards and values of the company. They ensure that all employees know and understand these standards. Managers also have a special responsibility to take concerns and advice seriously and to respond to them in an appropriate manner. They are committed to promoting integrity, fairness and ethics and to ensuring that all business practices are conducted in accordance with our values and standards.