

Code of Conduct

This Code of Conduct sets out the values, principles and ways of acting that determine the entrepreneurial actions of Frerk Aggregatebau GmbH.

The aim is to comply with ethical standards and to create a working environment that promotes values, reliability, team spirit, responsibility, quality and openness.

All employees of Frerk Aggregatebau GmbH are bound by the regulations of this "Code of Conduct".

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1. Our values – the foundation of our behavior

Business activity only within the framework of general legislation is not sufficient for Frerk Aggregatebau GmbH. We behave as expected from our business partners: honest and trustworthy. Together we lay the foundation for a corporate structure and a sustainable corporate culture that is not only based on laws with minimum standards, but also on values that unite all our personal differences and thus motivate us to even greater success. The values that are important to the company are: reliability, team spirit, responsibility, quality, innovation and openness.

Frerk Aggregatebau GmbH sees it as its duty to act economically, socially and environmentally conscious. The Management therefore endeavors to conduct its business competently and ethically and to protect fair competition in all markets in which it operates by complying with applicable antitrust and competition laws.

1.1 Reliability

Frerk Aggregatebau GmbH stands by its word and keeps its promises. Whether contract, product, conversation, or service - the statements are binding. The decisive criteria are on-time delivery, quality and cooperation.

1.2 Team spirit

The employees of Frerk Aggregatebau GmbH communicate with each other and with business partners in a respectful, fair, open and honest manner. With respect the personal rights of each individual, this forms the basis of trustworthy actions in our company. Employees accept different opinions and views. They are aware that by working together as a team, they can achieve better results than anyone alone.

Despite the differences in geographical origin, culture and language, the "Frerk Team" is an effective unit. Every employee has the right to a positive work environment. For this reason, everyone should actively contribute to this goal.

Frerk Aggregatebau GmbH strictly distances itself from so-called mobbing. Signs of this are, in particular, discrimination or defamation of an employee or his family, spreading of rumors, threats, humiliation, insults, harassment, defamatory or unworthy treatment by superiors or colleagues as well as intentional withholding of work-related information or consistent rejection of suggestions for improvement of ongoing processes. Victims have a right to be heard and taken seriously.

1.3 Responsibility

Management expects loyalty to the company from its employees. All employees must avoid situations in which their personal or financial interests conflict with those of Frerk Aggregatebau GmbH.



Code of Conduct

The ethical principles are important to all employees. Therefore, others will not be influenced through bribes or any other form of unfair advantage. The company protects its reputation by not being influenced by others.

Employees represent the company with full commitment and in a fair manner. Actions that lead or could lead to a conflict between private interests and the interests of the company will not be accepted. The company continuously makes sure that national and international legal regulations are complied with.

Each employee has a personal responsibility to immediately report any circumstances or incidents that violate applicable law or are not in line with the Code of Conduct to their line manager, the Compliance Management (CM) department or senior management. If there are special reasons in individual cases, this report can also be made anonymously.

The company is aware of the values of the existing resources. These are not abused, contrary to this an attempt is made to use them in the best interest of the company.

In order to be able to use free capacities sensibly, every employee is obliged to report to his or her supervisor immediately if he or she is not fully utilized. He or she also reports to his superior if he is constantly overworked.

1.4 Quality

From tradition and a sense of responsibility, we cultivated a passion for high quality of products and services, but also for continuous innovative improvement. Customers set standards and the company meets their needs with a drive of urgency and determination.

1.5 Innovation and openness

Innovative spirit and openness are the driving forces for creativity, continuous improvement, long-term growth and sustainable value creation. Talent and expertise are promoted with the aim of constantly improving competitive advantages and creating innovative solutions with foresight, with higher overall added value for the benefit of customers worldwide.

Everyone contributes – the company can only win together. The "Frerk Team" is an effective unit that can use the different ways of thinking and acting among the employees as an innovative strength. They respect and appreciate people who bring different opinions, ideas, experiences. Employees know that by working together, common ideas lead to better solutions. Managers have a duty to accompany their employees, to trust them and to integrate them into the team and take them with them through exemplary behavior.

2. Confidentiality and Business Secrets

Frerk Aggregatebau GmbH has extensive, confidential information and business secrets that were created through innovative work and are extremely important for our competitive position.

Confidential information's are technical and commercial knowledge about Frerk and its customers, as well as suppliers, which must not be disclosed outside. This knowledge is the company's assets, which has to be protected.

These are confidential business documents and information, such as business secrets, inventions, internal reports, strategies, sales data, internal price lists, sensitive product information or business plans, development projects and drawings and development statuses.

Should an exchange of order-specific planning or component documents with customers or suppliers be necessary in the course of an order process, this must be weighed up very carefully and coordinated with the department management in each case. A corresponding internal release must be on file.



Code of Conduct

This explicit obligation of confidentiality is already anchored in the existing employment contracts and will continue to exist in any case even after the employment relationship has ended.

3. Donations and Sponsorship

The company refuses to obtain an unjustified business advantage. Therefore, political parties or campaigns are not supported financially or in any other way. Of course, our employees are free to get involved privately in democratic, political and social issues, as long as there is no conflict of interest.

Spenden in Form von Sachleistungen oder finanzielle Zuwendungen für gemeinnützige oder mildtätige Zwecke sind erlaubt, da Sie das Gemeinwesen unterstützen. Wir achten jedoch darauf, dass diese Zuwendungen nicht als Vorwand für Bestechung verwendet werden oder sogar direkte Bestechung darstellen.

Donations in kind or financial contributions for charitable purposes are allowed because they support the community. However, we make sure that these benefits are not used as an excuse for bribery or even constitute direct bribery.

4. Gifts, Hospitality and Benefits

Gifts, travel and hospitality can be important for developing and deepening business relationships. In individual cases, these may unduly influence the recipient's decision-making process or create the appearance of improper influence.

For this reason, the company and employees do not give or take favors which consisting of a sum of money or a benefit of money. Gifts, hospitality and gratuities are given or accepted only on condition that they do not entail any benefit, obligation or expectation that can be used against the company.

In general, favors that involve friends and family members and therefore have no business purpose are not permitted.

All favors must be reasonable. Likewise, the company will not give favors that go against the recipient's standards or even corporate compliance agreements. All favors received and given are recorded and documented. Records must include the nature and purpose of the expense and be retained in the related operations.

If there is anything unclear about the appropriateness of a gift, the supervisor or the compliance manager will be asked.

The management of Frerk Aggregatebau GmbH is against bribery and corruption. Conduct that involves dealing with unfair means will not be tolerated. To prevent corrupt behavior, the management has established anti-corruption guidelines for its activities domestically and internationally and made them part of its policy.

5. Protection money

In some situations, protection money may be demanded. This type of blackmail can also involve physical threats. Since it is our greatest duty to protect both our employees and our business partners and to create a safe working environment for them, Frerk Aggregatebau GmbH distances itself from such processes. These incidents are reported directly to management so that the company can be protected and business relationships can be reviewed in a timely manner.



Code of Conduct

6. Declaration of Principles on respect for human rights

6.1 Obligation to respect human rights

Frerk Aggregatebau GmbH is aware of its ecological, social and ethical responsibility. At Frerk Aggregatebau GmbH, we are committed to protecting human rights along the value chain. Our corporate social responsibility is based on international and national standards.

Frerk Aggregatebau has identified the following human rights fields of action:

- Freedom of association & assemblage
- Prohibition of forced labor
- Ban on child labor
- Prohibition of discrimination
- Ban on corruption
- Health and safety at work
- Right to fair working conditions such as working hours and wages

We reject any form of forced labor, child labor, violation of occupational safety and health protection of employees or other forms of human rights violations. With the aim of strengthening human rights, we continuously work to check our business activities, including supply chains, to prevent violations, to remedy any violations and to achieve continuous improvement in business activities. The management of Frerk Aggregatebau GmbH is committed to consistently pursuing these goals. Frerk Aggregatebau GmbH demands the same from all employees.

Suppliers are expected to demonstrate a commitment to respect human rights, to establish and maintain appropriate due diligence processes, and to pass these expectations on to their own suppliers.

Annually and as required, we analyze potential risks both in relation to our own business areas and our supplier base, implement measures and evaluate their effectiveness at management level.

6.2 Reporting point

Violations can occur even if with careful behavior. We are aware of that. We have set up a reporting point for this purpose. Any circumstances and incidents that violate applicable human rights and environmental laws can be reported to the Compliance Management (CM) department via the email address Compliance.Management@ferk-aggregatebau.com.

7. Environmental protection & cost awareness

Healthy people in a healthy environment are the greatest good. For this reason, Frerk Aggregatebau GmbH feels obliged to protect the environment.

We strive to continuously optimize our business activities and our services in terms of sustainability.

Healthy employees are an essential basis for the company's performance and thus also for economic success and for securing jobs. Environmental and health protection at work, accident prevention and plant safety are therefore fundamental goals.

It is important to the company that all laws and regulations related to the environment are observed by all employees. In this context, the daily work strives for constant improvement of all operational processes and product developments.

In addition, all activities are checked for their impact on the environment. Attempts are made to minimize environmental pollution as far as possible and thus continuously improve environmental protection.



Code of Conduct

A contribution to that is also made in everyday business by acting in a cost-conscious manner, using the required raw materials sparingly and avoiding unnecessary waste of resources (e.g. energy, paper and other raw materials). The recycling of materials is encouraged. Everyone is aware of the value of the goods provided. They are used as if they were your own.

If there are internal incidents that could result in environmental pollution, the department head concerned, the management or the compliance officer must be informed immediately and comprehensively which in turn arrange for the legally required reports to be sent to the authorities.

The company's business basis involves the use of internal combustion engines to manufacture power generation equipment. Particular attention is paid here to the worldwide use of engines with the lowest possible exhaust gas emissions in all system planning to protect the environment. Customers are always advised on the latest state of the art in exhaust gas filter technology and the necessary environmentally friendly disposal of operating materials.

All employees are responsible for the proper and careful handling of the company's property. Every employee is obliged to protect the property of Frerk Aggregatebau GmbH against loss, damage, misuse, theft, misappropriation or destruction. Every employee has the duty to inform his superior immediately about any use of assets contrary to the above.

Frerk Aggregatebau GmbH also expects ecological responsibility from its suppliers and therefore assumes that they comply with applicable environmental law, use resources sparingly, dispose of waste professionally and keep environmental risks as low as possible. Any violations can be reported to the compliance management of Frerk Aggregatebau GmbH via the e-mail address Compliance.Management@ferk-aggregatebau.com.

8. Safety

All employees are responsible for ensuring a safe and healthy environment. Therefore, safety regulations must be strictly observed.

Frerk Aggregatebau GmbH never endangers the safety of employees or business partners. All reasonable and legally required precautions are taken to ensure that workplaces are always safe to work in.

Everyone is aware of the risks in the workplace. If unsafe workplaces are identified, this is immediately reported to their supervisor and, if necessary, work at this workplace is stopped until safety is restored. The company protects employees and visitors by observing the prescribed safety rules both on the company premises and in the buildings.

9. Clothing

Kunden und Lieferanten werden respektiert. Dies spiegelt sich wider, indem sich die Mitarbeiter*innen dem Anlass entsprechend angemessen kleiden. Jeder ist ein Vertreter des Unternehmens und trägt somit zur Wahrnehmung des Unternehmens von außen bei.

Customers and suppliers are respected. This is reflected in the employees dressing appropriately for the occasion. Everyone is a representative of the company and thus contributes to the company's perception.



Code of Conduct

10. Business relationships

10.1 Business partners

When selecting business partners, such as customers and suppliers, the necessary care is taken and it is ensured that they know and comply with the Code of Conduct.

10.2 Contractors and suppliers

When awarding contracts, the company follows the principles of fairness and transparency and takes appropriate care when selecting potential contractors and suppliers. The behavior of contractors and suppliers is observed. Cooperation must be terminated if they pay or demand bribes or demonstrate other unacceptable behavior. Working with potential contractors and suppliers will be avoided if they have a proven record of paying bribes. Doubts in this regard are sufficient to end the cooperation immediately until a final clarification is reached.

11. Implementation

11.1 Functions and responsibilities

This Code of Conduct was developed to identify behavior that is inconsistent with the policies set forth herein. The company is obliged to follow all regulations applicable in the business field.

Frerk Aggregatebau GmbH therefore obliges all employees to comply with the legal regulations and operational requirements in environmental protection and occupational safety at all times. They should protect their health and that of other employees. In all operational activities, they should ensure that environmental pollution, accidents and work-related illnesses are prevented or at least minimized.

The rules contained in this Code of Conduct form the core of the corporate culture at Frerk Aggregatebau GmbH.

Every employee and manager is responsible for communicating and living this code. Each employee is responsible for implementing the Code of Conduct. The heads of department, the compliance manager and the management are responsible for monitoring the Code of Conduct and for all other questions.

11.2 Communication & Training

Each employee will undergo appropriate training and new employees will receive initial instruction as part of the welcome orientation. Employees who work in certain areas where compliance risks are seen in the company must undergo mandatory training every two years, which includes compliance with all laws, regulations or standard procedures for the business area.

Business partners can view the Code of Conduct on the website. When orders are placed, the commercial part not only refers to the General Terms and Conditions of Purchase and Quality Assurance Agreements, but also to the Code of Conduct.

11.3 Measures

Frerk Aggregatebau GmbH has implemented measures that underpin the Code of Conduct. Employees who move in certain risk areas and are therefore exposed to greater risks (sales/processing) are obliged to sign a negative certificate once a quarter, in which they confirm that no compliance violations have occurred in the last 4 months.



Code of Conduct

11.4 Sanctions

No employee will be subject to sanctions or other adverse consequences for refusing to pay a bribe, even if it results in the Company losing business.

Failure to comply with the Code of Conduct has logical consequences, which by default include dismissal. The company will protect any employee who finds himself in a potentially questionable situation, who contacts supervisors or management, or who decides in such a situation for the ethically correct behavior and against a commercially possible but unfair business.

