

Sustainability Agreement of the Feddersen Group

Human Rights

It goes without saying that we comply with internationally recognized human rights. The Feddersen Group supports and values the protection of international human rights within its area of influence. In addition, companies in the Feddersen Group are encouraged to fight all forms of discrimination, for instance on the basis of race, ethnic origin, gender, religion, worldview, handicap, age, sexual identity or other personal characteristics, within the scope of the applicable rights and laws.

Working Standards

Prohibition of child labor:

Under no circumstances may child labor be used. The companies in the Feddersen Group are encouraged to follow the recommendations of the UN Global Compact (<http://www.unglobalcompact.org/>) on the minimum employment age and the employment of children.

Wages and social benefits, working hours:

Compensation and remuneration, social benefits and working hours must comply with the applicable laws and industry standards.

Free choice of employment:

Forced or required labor is not permissible. Employees must have the freedom to terminate the employment contract with appropriate notice. Employees may not be asked to present a photo ID, passport or work permit as a precondition for employment.

Dialogue:

Employees and staff can communicate openly with the company management about working conditions without fearing disadvantages of any kind.

Health and safety:

It is the employer's duty to ensure safety and health protection at the workplace. At a minimum, the national provisions must be met.

Corporate Ethics

Fighting corruption:

In general, the K.D. Feddersen Holding GmbH companies are not corruptible, and their decisions cannot be influenced by irrelevant benefits. Accordingly, companies in the Feddersen Group are committed to fighting all types of corruption, including blackmail, bribery and embezzlement.

Conflict-free raw materials:

Companies in the Feddersen Group agree to do everything in their power to prevent the use of "conflict minerals." That includes raw materials like columbite-tantalite (coltan, niobium, tantalum), cassiterite (tin), gold, and wolframite (wolfram) from the DR Congo and its bordering neighbor states. This is based on Section 1502 of the US "Dodd-Frank Act" from 2010 and on comparable national and international statutory obligations.

Antitrust law / prohibition on price fixing:

Anti-competitive conduct, for instance in the form of pricing agreements, dividing up market segments, and other violations of anti-trust law that impair free competition, is prohibited.

Environmental Standards

Environmental responsibility:

Companies in the Feddersen Group must act carefully in terms of environmental protection and implement initiatives to promote greater environmental responsibility, while also promoting the development of environmentally friendly technologies.

Environmentally friendly manufacturing:

Optimal environmental protection is guaranteed in every phase of each manufacturing process. That includes a proactive approach to avoid the consequences of accidents that can negatively affect the environment. The use and further development of energy-saving and water-saving technology – shaped by implementing strategies to reduce, reuse and re-process emissions – is particularly important here.

Environmentally friendly products:

All products manufactured within the supply chain must fulfill the environmental standards for their respective market segment. A separate hazardous-materials management system has been set up for hazardous materials, ensuring that suitable processes are used to safely handle, transport, store, re-process and reuse or dispose of such materials.

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