

Company Principles



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Company Principles



Foreword

Flaig+Hommel's corporate policy is geared towards achieving business results that secure the long-term existence of the Flaig+Hommel Group with a high level of customer orientation, consistent involvement of our employees and in compliance with our social responsibility and values.

FH is convinced that a sustainably managed and future-proof company is based to a large extent on the integrity of all persons involved in the process. With honest and reliable behavior, we create the basis for long-term and successful business relationships.

Both the shareholders, the advisory board and the management of FH stand for the clear commitment of the family business to the promotion of a corporate culture that lives and communicates the corporate values as well as the contents of the "FH Corporate Principles" to the outside world.

Our employees, customer interests and the careful and safe use of environmental resources are at the forefront of our actions and thoughts.

The use of state-of-the-art manufacturing technologies and suitable materials reduces possible risks for the environment, customers, suppliers and employees in the best possible way. As a result of continuous improvement and learning from mistakes, we jointly strive for a long-term "zero-defect strategy" - not only for the products, but for all processes and areas.

A high level of quality awareness is supported by continuous and comprehensive further training.

All employees are aware that when they start working at FH, they are included in the environment of this exemplified claim to integrity and are obliged to act accordingly.

We also oblige our business partners to comply with these principles.

Hartmut Flaig

Jörg Haller

Company Principles



Leadership, responsibility and supervision

Supervisors are responsible for the employees entrusted to them. They must earn their recognition through exemplary and personal behaviour, performance, openness and social competence. They set clear, ambitious, but achievable goals, lead with confidence and give their employees as much personal responsibility and freedom as possible.

Employees with management responsibility fulfil the associated organisational and supervisory obligations. This also includes actively communicating the compliance guideline and ensuring that it is observed. They bear special personal responsibility to ensure that no violations of laws and internal guidelines occur in their respective areas of responsibility.

Human rights

We respect, protect and promote the applicable regulations for the protection of human and children's rights worldwide as fundamental and universally applicable requirements. We oppose all use of child, forced and compulsory labour, as well as any form of modern slavery and human trafficking, and stand up for the guarantee of the right to freedom of association and collective bargaining. This applies not only to the cooperation within our company, but of course also to the behavior of and towards business partners. Therefore, all suppliers are called upon to observe the principles and rights set out in the guidelines of the UN Global Compact initiative and the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up, as well as to align their due diligence processes with the requirements of the United Nations Guiding Principles on Business and Human Rights.

Rights of Local Communities

We respect applicable local, national, international and traditional land, water and resource rights. In particular, the rights of indigenous peoples and local communities are to be respected, promoted and protected throughout the supply chain in accordance with the "United Nations Declaration on the Rights of Indigenous Peoples". We are committed not to participate in land grabbing. We also respect the prohibition of unlawful eviction by private or public security forces from land, forests and waters when acquiring, building on or otherwise using land, forests and waters that serve as a person's livelihood. A condition for land use is free, prior and informed consent (FPIC), for example existing land users as defined under the UN-REDD programme, and appropriate compensation.

Use of private and public security forces

In modern society, both private and public security forces are crucial for the protection of the population and infrastructure .

Ethical standards and codes of conduct: Both private and public security forces should adhere to ethical standards and codes of conduct to ensure that their activities

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are lawful, transparent and committed to human rights. These codes of conduct can also serve as a basis for cooperation and exchange of information between the two groups. We emphasize the explicit requirement that at no time may the rights of freedom of association be interfered with by security forces.

Training and qualification: To ensure that private and public security forces act effectively and responsibly, proper training and qualifications are crucial. This should include both technical skills and the teaching of ethical principles and human rights standards.

Grievance mechanisms and accountability: To increase public trust in private and public security forces, transparent grievance mechanisms and independent oversight bodies should be established to ensure that human rights violations and misconduct are investigated and punished.

Equal opportunities and equal treatment

We offer equal opportunities for everyone. We do not discriminate against or tolerate discrimination on the basis of ethnicity or national affiliation, gender, religion, belief, age, disability, sexual orientation, skin colour, political opinion, social or indigenous origin or any other characteristic protected by law. We embrace diversity, are actively committed to inclusion, and create an environment that fosters the individuality of each individual in the company's interest. The selection, recruitment and promotion of our employees is always based on their qualifications and skills.

Employment contract, remuneration and working hours

All work performed at FH is voluntary and is covered by an employment contract.

Payment is made monthly. Every employee receives detailed and understandable information about the composition of the salary before starting work and for each payment.

FH does not make any illegal or unauthorized wage deductions, nor is wage deduction used as a disciplinary measure.

The working hours correspond to the legal regulations (e.g. Labour Act, Federal Leave Act) and are described in the employment contract.

Product Compliance and Safety

It is not only a legal obligation, but also our aspiration to comply with the legal and regulatory requirements applicable to our products, as well as internal standards. Our products are state-of-the-art and have been developed in accordance with legal requirements. This is ensured continuously and systematically through processes and structures, as is the product monitoring of the vehicles in the field. We make no compromises here. We ensure that appropriate measures can be initiated in good time in the event of any deviations that may occur.

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Environmental protection

As a commercial enterprise, we are responsible for the environmental compatibility and sustainability of our products, locations and services. We rely on environmentally friendly, advanced and efficient technologies and implement them throughout the entire life cycle of our products. Already in development and production, we pay attention to the careful use of natural resources, a continuous reduction of environmental impact and compliance with environmental protection laws and regulations. It is not only important to reduce greenhouse gas emissions through the use of renewable energy and efficient resource management, but also to improve water, noise and air pollution. In addition, we constantly reassess the environmental compatibility of products and manufacturing processes and, if necessary, optimize them. We adhere to the requirements of the land, forest and water rights and the local requirements for soil quality are complied with. Our actions take into account the protection of ecosystems and their biodiversity, and we are committed to reducing deforestation and conversion of natural ecosystems in supply chains. Where applicable, the guidelines of the High Conservation Value Resource Network (HCV) and the High Carbon Stock Approach (HCSA) are to be applied.

We are a responsible member of society and a partner to politics. We seek dialogue with both of them on the future design of ecologically sustainable development.

Animal welfare

At Flaig+Hommel, we do not process any animals or components of animals such as leather, etc. Furthermore, no animal experiments are carried out nor required. We comply with all applicable regulations, both national and international, as well as the German Animal Welfare Act or Directive 2010/63 of the European Union.

We are also committed to

- The 3R principle on animal experiments (reduction, refinement, replacement),
- the Farm Animal Welfare Committee's (FAWC) Five Freedoms to assess animal welfare, and
- the World Organization for Animal Health (OIE) Principles on Animal Welfare (Terrestrial Animal Health Code).

Donate

We grant monetary and in-kind donations for the following areas: science and research, education, charitable purposes, sports, culture, churches and church institutions. In addition, donations are only given to institutions that are recognised as non-profit organisations or authorised to accept donations by special regulations. Donations and sponsorship measures are only granted within the framework of a transparent approval process.

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Communication and Marketing

FH attaches great importance to clear and open communication with its employees, business partners, shareholders and all interested parties in an honest and legal manner. Each of our employees is responsible for following the internal regulations in communication in order to ensure a uniform and consistent appearance. Each of our employees respects the achievements of their interlocutors and respects their professional and personal reputation.

Conflict of interest

A potential conflict of interest exists if the private interests of one of our employees collide or may conflict with the interests of FH. Such a conflict of interest can arise in particular from secondary activities. If an employee puts his personal interests above those of the company, this can harm the company. We respect the personal interests and private lives of our employees. However, we attach great importance to avoiding conflicts between private and business interests, or even their appearance. We make our decisions exclusively on the basis of objective criteria and are not influenced by personal interests and relationships.

Gifts, hospitality and invitations

Gifts in the form of gifts, hospitality and invitations are widespread in business relationships. As long as these donations are within a reasonable framework and do not violate internal or legal regulations, they are not objectionable. However, if such donations exceed this scope and are used to influence third parties, this can be punishable and will not be tolerated.

Corruption Verbot

The quality of our company's products and services are key to our success. We do not tolerate corruption. We grant benefits to business partners, customers or other external third parties only within the legally permissible framework and specified specifications.

Prohibition of money laundering and terrorist financing, financial responsibility

We carefully check the identity of our customers, business partners and third parties with whom we plan to enter into a business relationship in the future. It is our declared goal to only maintain business relationships with reputable partners whose business activities are in accordance with the legal regulations and whose operating resources are of legitimate origin. We immediately assign incoming payments to the corresponding services and book them. We ensure transparent and open payment flows.

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Financial records must be prepared in accordance with applicable law and generally accepted principles of proper accounting. We also comply with the commercial, tax and special law retention periods for documents (original or electronic) and structure the relevant documents in a comprehensible manner.

Taxes and Duties

We are aware of our social responsibility in fulfilling tax and customs obligations and are expressly committed to complying with national and international legal provisions.

Fair and free competition

An essential component of our compliance is the unconditional observance of the provisions of competition and antitrust law. FH is committed to the principle of free and fair competition and respects market forces. It is FH's unrestricted corporate policy to conduct all business in accordance with the applicable competition and antitrust laws. Any agreements, agreements or coordination with the competition, as well as any anti-competitive exchange of data or information, is absolutely prohibited and constitutes intolerable business conduct for FH. Violations of this law lead to consequences under competition and antitrust law as well as employment law.

Export control

We pay attention to compliance with all regulations for the import and export of goods, services and information.

Occupational health and safety

Through continuous improvement of working conditions and through a wide range of prevention and health promotion measures, we maintain and promote the health, performance and job satisfaction of our employees.

Every employee is jointly responsible for occupational safety in his or her area. All regulations on occupational health and safety, occupational safety and the responsible handling of chemicals must be strictly applied. Indications from employees regarding deficiencies in occupational safety must be followed up by the respective occupational safety specialists.

Privacy

We protect the personal data of employees, former employees, customers, suppliers and other data subjects. We collect, collect, process, use and store personal data only in accordance with the legal requirements.

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Security and protection of information, knowledge and intellectual property

We are aware of the value of the company's own know-how and protect it very carefully. We recognize the intellectual property of competitors, business partners, employees and other third parties. Our processes are monitored to prevent the risk of unauthorized use of or access to confidential information.

Plagiarism

The use of counterfeit components is prohibited.

By sourcing our raw materials from official and certified sources/suppliers, we minimize the likelihood of counterfeit materials and counterfeits being introduced into our products. Should counterfeit materials or plagiarism nevertheless be detected during one of the regularly carried out quality assurance measures, they are immediately isolated and the original parts manufacturer (OEM) and/or any existing law enforcement authorities are notified.

Whistleblower system

Our first point of contact for questions or uncertainties about the Code of Conduct is the supervisor or the HR department. In addition, we can also contact the management directly. In addition, each of the company's ombudsman / whistleblower reporting office is available for further inquiries, compliance-relevant or illegal concerns and information.

FH hereby expressly declares that employees or business partners who contact the above-mentioned contact persons or the management regarding a report of the violation of this policy do not have to fear any repressive measures.

If whistleblowers themselves have violated laws, guidelines or internal regulations or are involved in such violations, the whistleblower's disclosure of the violation will be taken into account at the discretion of the management with regard to necessary measures. In order to protect the Company and its employees as well as its business partners, FH will respond to violations of the provisions of this policy with appropriate disciplinary and/or legal measures.

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