

Our Code of Ethics

This policy of FIMA Maschinenbau GmbH defines the values, principles and standards that should guide the behaviour of our employees, managers and business partners. It is intended to ensure that all activities of our company are carried out in accordance with the highest ethical standards. This policy serves as a guideline for responsible behaviour and helps to promote trust in our company.

Scope of application

These guidelines apply to all employees of FIMA Maschinenbau GmbH, as well as its direct sales representatives and co-operation partners worldwide.

Definition

As a company, we attach great importance to treating our fellow human beings and the environment fairly. These ethical guidelines serve as an orientation framework for this and contain clear rules of behaviour. They cover five areas of corporate behaviour:

- Cooperation within the company
- Cooperation with customers
- Cooperation with suppliers and business partners
- Cooperation with supervisory authorities
- Behaviour towards society and the environment

The following rules are intended to encourage and motivate all those involved to adopt value-oriented and sustainable behaviour. The implementation instructions within these ethical guidelines also set clear and binding limits for certain areas.

Responsibilities

- *Executives and managers:* Executives are responsible for ensuring that the ethics policy is understood, implemented and regularly reviewed. They must act as role models for ethical behaviour and ensure that all team members comply with the policy.
- *Employees:* every employee is required to read and understand the Code of Ethics and adhere to the standards set out. Employees should consult their line manager or the HR department at any time if they have any uncertainties or questions.
- *Business partners and suppliers:* All external partners are also obliged to adhere to this Code of Ethics, particularly regarding compliance with the law, transparency and fairness in cooperation.

Application

Cooperation within the company

Cooperation within the company is characterised by respectful interaction and acceptance of other opinions.

We always communicate openly and honestly. Discrimination or harassment are uncooperative and have no place in the working environment. We handle business information and trade secrets sensitively and confidentially.

Cooperation with customers

We inspire our customers with high-quality products and professional work. We do not hold out the prospect of personal benefits or inducements at any stage of our co-operation. We prepare all documents and records in accordance with our duties and do not alter, destroy or manipulate them for improper reasons.

Cooperation with suppliers and business partners

We attach great importance to a fair and long-term relationship with our business partners based on partnership. With this in mind, we agree contracts realistically, clearly and by mutual agreement. We reject additional money, gifts of value or other benefits as a matter of principle and do not make irrelevant arguments and personal interests the object of our actions. We always keep private and business matters separate. We avoid conflicts of interest that could influence our objectivity wherever possible or disclose them if unavoidable.

Cooperation with supervisory authorities

In our co-operation with the authorities, we ensure compliance with the applicable laws and regulations and work actively with their representatives.

Behaviour in society and the environment

Respect for human rights, national laws, regulations and religions is a top priority for us. We strictly reject unethical or illegal business practices, as well as child labour or the exploitation of children and young people. We see it as our duty to create safe, environmentally friendly and healthy working conditions. We take environmental aspects into account and utilise all our experience, technical expertise and creativity to conserve resources and avoid harm to people and the environment.

Offences

Failure to comply with the above-mentioned laws, regulations, values and standards may have consequences for employees under labour law, including dismissal without notice. Violations may also result in criminal prosecution and the assertion of claims for damages. In the event of violations by our business partners, we reserve the right to terminate the business relationship immediately.

Final provisions

This policy is effective immediately and will be reviewed annually to ensure that it continues to meet the needs of the organisation and its employees.

Date: 10.06.2025

Signature:



(Name and position) Michael Hansen, CEO