

Code of Conduct of Friedr. Freek GmbH

As the team of Friedr. Freek GmbH, we hereby declare through this Code of Conduct our values, principles, and beliefs that guide our work, leadership, and strategic development of our company. We strive to uphold our ethical, societal, and environmental responsibilities and contribute to a sustainable and peaceful coexistence of future generations. We hold ourselves and our business partners to these standards.

Date	Revision	Reason for change	Name
05.06.2023	01	First creation	R. Hartmann (QM) H. Siemens (QM)



Compliance with Laws and Regulations

Friedr. Freek GmbH is committed to complying with all applicable national and international laws, regulations, and provisions. This includes, in particular, laws relating to occupational safety, environmental protection, human rights, anti-corruption, and fair competition.

Working Conditions

Human Rights

The Friedr. Freek GmbH respects and protects human rights. We do not tolerate any form of forced labor or child labor.

Working Conditions

It is ensured that all employees are treated fairly and provided with appropriate working conditions, including fair remuneration, reasonable working hours, and a safe working environment. This includes the commitment to prevent any physical, psychological, or verbal harassment or abuse of employees.

Non-Discrimination

All employees, regardless of their color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender, or age, shall be treated strictly based on their abilities and qualifications in all business decisions, particularly in hiring, promotion, remuneration, benefits, training programs, termination, and dismissal.

Environmental Protection

The company Friedr. Freek GmbH strives to protect the environment. This includes compliance with environmental laws, reducing emissions, efficient use of resources, and promotion of sustainable processes and practices.

Business Ethics

Integrity

Ethical principles and integrity in our business practices are always upheld. No bribes, unlawful payments, or other forms of corruption shall be offered or accepted.

Confidentiality and Data Privacy

All employees must protect confidential information of our company and take appropriate measures to ensure privacy and the protection of personal data.

Sustainability

Friedr. Freek GmbH aims to promote sustainable practices, including the promotion of renewable energy, waste reduction, and support for the circular economy.

Reporting and Enforcement

Friedr. Freek GmbH ensures that its employees are informed about this code of conduct.