

Corporate Guidelines

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Foreword

As the leading manufacturer of stainless steel tubes and components, the fischer group operates on an international basis. Globally, the corporate group (referred to hereinafter as "fischer") also includes companies in Austria, Canada, the USA, Mexico, Uruguay, South Africa and China.

Fischer's entrepreneurial activity is based on worldwide standards, in particular on the ten principles of the United Nations' Global Compact Initiative (www.globalcompact.org). We expect our employees to comply with the principles and rules of conduct listed below.

Code of Conduct

➤ Compliance with laws, standards and guidelines

All fischer employees are required to comply with applicable laws, norms, guidelines and principles. As a customer-orientated business, fischer also includes customer-specific requirements in the above.

The following guiding principles apply uniformly throughout the group:

- We treat each other with respect, fairness and loyalty.
- We act responsibly.
- We assume social responsibility.
- We maintain close relations with our customers and suppliers. We respect the values of each and every person.
- We work as a team.
- We are resource-conscious and use resources sparingly.

Confidentiality, ethics and business practices

➤ Confidentiality and data protection

Within the limits of business confidentiality, we communicate openly and transparently. When doing so, we observe our internal rules on company and business secrets. The Data Protection Act and the internal rules relating to information security must be observed and complied with. Information about our business partners is subject to special protection and only communicated to a limited extent between specified parties agreed upon in advance. The rules concerning the protection of data and information are governed by the information management system and the Employee handbook, Section 7.

➤ Protection against corruption

All forms of corruption and the offering and acceptance of bribes, i.e., any criminal or unethical exercise of influence on decisions via the unlawful offering, granting, requesting or accepting of advantages to or from business partners, are prohibited and efforts must be made to combat them.

➤ Export controls and economic sanctions

In line with business ethics, we ensure that fischer reviews and complies with export controls and existing economic sanctions on a continual basis.

➤ Handling of property belonging to the corporation and its business partners

All fischer employees must handle corporate property and property belonging to business partners with care. Theft or willful destruction will be reported to the police and prosecuted.

➤ Standards in the supply chain

Our suppliers are familiar with fischer's corporate guidelines and are required to observe and communicate them down the supply chain.

Social responsibility and sustainability

➤ Ban on discrimination

At fischer, we treat each other with respect, fairness and loyalty. The individuality of each employee must be respected, and action must be taken to combat any kind of employee discrimination during the recruitment process or employment.

➤ Working hours

Statutory regulations and company rules on working hours must be complied with.

➤ Wages and social benefits

As a general rule, remuneration at fischer is based on current industry standards. Additional social benefits such as a company pension, group insurance, accident and disability insurance, are only but a few that are offered to every employee.

➤ Freedom of association

The right of employees to freedom of association in line with applicable national legislation must be safeguarded.

➤ Child and forced labour

fischer condemns all forms of illegal employment, forced labour and child labour in the strongest possible terms; it does not support such practices and strives to combat them wherever possible.

➤ Principle of fair competition and ban on cartels

The applicable rules under competition and antitrust law and the principle of fair competition must be complied with.

➤ Information and communication

These corporate guidelines can be accessed directly by all fischer employees. They are made available to partners and suppliers on the company website.

➤ Reports and queries

Suspected breaches of these guidelines must be reported to the fischer group immediately.

Quality management

It is our goal to manufacture products which meet the needs and expectations of our customers. All stages of the product development process are carefully planned and executed in accordance with norms, rulebooks, statutory regulations and customer requirements.

The necessary resources for achieving the quality objectives are made available. Trained and qualified personnel carry out the necessary work in all areas of the company.

We achieve our product quality by planning all the necessary measures prior to and during order processing and by systematically monitoring all processes involved in product development.

At the forefront of all our activities is the zero-error strategy, including precautionary measures aimed at preventing errors from occurring.

Every employee is under an obligation to observe and follow the rules and regulations of our quality management system.

Occupational health and safety and environmental protection

➤ Health and safety

At fischer, the health and safety of our employees is our top priority. As health and safety at work is of fundamental importance to our corporation, we strive to minimize the risks for our employees, contractors and third parties and to achieve the goal of zero accidents.

➤ Hazard assessment and ergonomics

We rely on external and internal occupational health and safety experts. Topics such as work equipment, ergonomics, health hazards, tidiness and cleanliness, tasks and work procedures along with PPE are continually monitored and improved. Regular workstation hazard assessments ensure safe, healthy workplaces.

In addition, appropriate protective measures are taken to ensure the safety of visitors.

➤ Emergency management

The emergency response plan governs incidents such as

- Accidents at work
- Fires or explosions
- Natural gas leaks
- Chemical spills
- Bomb threats

A qualified Emergency Response Team (ERT), composed of selected Managers and Supervisors, is trained to effectively deal with these situations should they arise.

➤ **Environment and energy**

By ensuring the efficient use of natural resources and implementing energy management practices, we aim to minimize the environmental impacts associated with our manufacturing processes and provision of services. An environmental and energy management system rooted within the organization serves as a tool to support our environmental and energy management policy, monitor compliance with set objectives and controls the corresponding operational processes. All fischer employees are under an obligation to adhere to environmental and energy compliance regulations.

By providing our staff with relevant information, along with education and awareness training on environmental protection and sustainability, we encourage employees to consider environmentally sustainable alternatives in combination with energy efficiency practices whenever possible.

A handwritten signature in black ink, appearing to read "Prell", written over a light blue rectangular background.

Thomas Prell