

- Präambel -

- FEAS GmbH sees itself as part of an internationally interconnected economy and, as a company at its locations, is part of the states and their societies in which FEAS GmbH operates. FEAS GmbH follows the basic understanding of the "honorable merchant" and acknowledges its responsibility as a company.
- FEAS GmbH observed the direct and indirect effects of its business activities Environment and society and strives to combine economic, ecological and social concerns to bring about an appropriate balance of interests.
- FEAS GmbH acts and behaves in accordance with generally recognized values and principles legally compliant and particularly respects internationally recognized human rights working standards as noted here below.
- FEAS GmbH stands for the goals and contents of the Code of Conduct and is within the scope of its respective make all appropriate and reasonable efforts under legal and factual means, to the voluntary commitment on an ongoing basis at all of the company locations at home and abroad to comply. If existing national regulations contradict the content of the Code of Conduct or the domestic context makes it impossible to fully comply with them FEAS GmbH is looking for ways to still comply with the requirements of the Code of Conduct if possible.

- Ethical / moral commitment and integrity -

- FEAS GmbH pursues exclusively legal business goals and practices and only maintains business relationships with reputable partners.
- FEAS GmbH behaves fairly and respectfully towards business partners and customers.
FEAS GmbH respects different legal, economic, social and cultural backgrounds and the special conditions of the countries and regions in which FEAS GmbH operates.
FEAS GmbH respects the rights and laws of the countries and regions in which business activities take place.
- FEAS GmbH always bases its business activities on universally valid ethical values and principles, including integrity and respect for human dignity.
- FEAS GmbH relies on free and fair world trade.

- Corruption, trade control, money laundering -

- FEAS GmbH refuses any form of bribery and corruption. We already avoid any appearance of this
- be it in the form of granting or accepting unfair advantages.
- FEAS GmbH acts in accordance with the applicable import and export control regulations and adheres to the legal requirements for the prevention of money laundering.

- Fair competition -

- FEAS GmbH advocates free and fair competition. FEAS GmbH does not tolerate anti-competitive agreements and ensures that the company acts in accordance with the applicable antitrust laws. FEAS GmbH rejects competitive advantages through unfair business practices.

- Handling personal data, protection of confidential information and intellectual property -

- FEAS GmbH respects the personal rights of its employees, business partners and customers and follows the applicable legal and regulatory requirements for the processing of personal data and information security when handling personal information.
- FEAS GmbH protects entrusted trade secrets and other confidential information of its business partners and customers against unauthorized acquisition, use and disclosure, at least in accordance with the relevant legal provisions for the protection of trade secrets.



- FEAS GmbH respects the intellectual property of its business partners, customers and other third parties and ensures that sufficient precautions are taken to protect intellectual property rights when exchanging know-how and technologies.

- Protecting consumer interests -

Insofar as products and services from FEAS GmbH affect the interests of consumers appropriate measures are taken to ensure the safety and quality of the products or services. FEAS GmbH ensures that the products or services comply with the relevant legal requirements comply with consumer protection regulations. As part of information and sales measures FEAS GmbH takes consumer interests into account by complying with the legal requirements for fair business, marketing and advertising practices and consumer education are applied

- Ecological responsibility and commitment -

The protection and preservation of the natural foundations of life affects and obliges us all. In this FEAS GmbH carries out its business activities in an ecologically responsible manner and is committed to this towards the goal of a climate-neutral future.

- Protection of the environment and climate -

- FEAS GmbH assumes its ecological responsibility by complying with the applicable legal requirements and recognized standards to protect the environment and climate are applied. FEAS GmbH works and remembers that the negative impact of business activities on the environment and the climate should be continuously reduced.
 - FEAS GmbH applies applicable law and takes appropriate measures that comply with legal and internationally recognized standards and cover the following topics, among others:
 - Proper/professional and responsible handling of dangerous substances, chemicals and waste, including its disposal
 - Measures to reduce or avoid waste
 - Minimize emissions from operational processes (e.g. wastewater, exhaust air, noise, greenhouse gases);
 - Conservation of natural resources, for example through measures to save water, chemicals and other raw materials and promoting the circular economy
 - Use of climate and environmentally friendly technologies, processes, raw materials and products;
 - Measures to increase energy efficiency and the share of renewable energies
- Energy consumption at company locations.

- Animal and species protection -

- FEAS GmbH observes and adheres to the principles of protecting animals and biological diversity entrepreneurial actions accordingly. The keeping and use of animals must comply with applicable regulations meet legal animal welfare requirements and be species-appropriate. The Washington Convention on International Trade in Endangered Species of Endangered Species is the guideline here.

- Human rights and labor standards -

Human dignity is inviolable. That's why FEAS GmbH respects the internationally recognized ones Human rights enshrined in the United Nations Universal Declaration of Human Rights.

- FEAS GmbH is based on the internationally recognized working standards of the International Labor Organization (ILO), as listed below in the Code of Conduct. In all business activities, FEAS GmbH strives not to cause human rights violations still contribute to these. FEAS GmbH expects the same from its business partners. So far necessary and possible, FEAS GmbH supports its suppliers in this regard.



- Employment relationships -

- FEAS GmbH treats its employees with appreciation. FEAS GmbH rejects any form of unlawful punishments, abuse, harassment, intimidation or other undignified treatment towards employees.
- FEAS GmbH applies the applicable labor law to all employment relationships and expects the same from its contractual partners. The employees are, at the start of the employment relationship, understandable information about the essential working conditions, et al. their rights and obligations, working hours, remuneration and payment and billing modalities to provide.
- FEAS GmbH respects and protects the right of employees to terminate their employment relationship compliance with the applicable notice period.

- Rejecting child labor and protecting young workers -

- FEAS GmbH does not tolerate child labor and observes the applicable legal minimum age for child labor starting work. In any case, FEAS GmbH does not employ people under the age of law of the place of employment compulsory schooling ends, as well as under the age of 15. become internships organized in accordance with legal regulations.
- FEAS GmbH expects its contractual partners to have appropriate options age determination to prevent child labor. If child labor is discovered, to immediately take all necessary measures that ensure the welfare, protection and development of the focus on the child. For people under 18 years of age, the rights of young workers are to note; They may only be hired if it is ensured that the work and conditions of employment do not pose a threat to their health, safety or morals nor are they harmful to their development.

- Reject forced labor -

- FEAS GmbH rejects forced or compulsory labor in any form. This also applies to any form of debt bondage serfdom, slavery or slave-like practices, human trafficking and extends to all forms of involuntary labor and services related to the internationally recognized labor and social standards, are not compatible.

- Principles of remuneration -

- FEAS GmbH applies the statutory or - where applicable - collective agreement provisions remuneration for work services. FEAS GmbH ensures that employees are paid the applicable statutory or, if applicable, collectively agreed or industry standard minimum wage is not applicable in the company is undercut. In countries or regions without a legal or collective wage framework
- FEAS GmbH ensures that the wages paid are sufficient for regular full-time working hours to meet the basic needs of employees. Payroll deductions not permitted by law, including deductions from wages as a disciplinary measure are not tolerated by FEAS GmbH.

- Working hours -

- FEAS GmbH applies the statutory or applicable collective bargaining regulations regarding working hours, including overtime, rest breaks and vacation.
- FEAS GmbH ensures that the regular weekly working hours plus the maximum possible overtime is not exceeded and working time regulations are adhered to.



- Freedom of association -

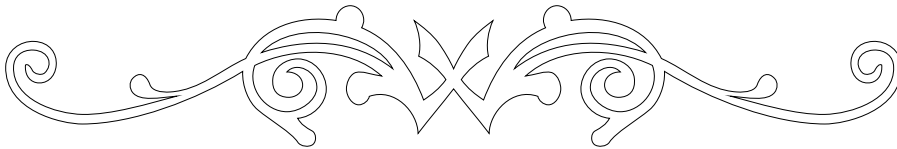
- FEAS GmbH respects the right of employees to freedom of association and freedom of assembly the right to collective and collective bargaining, to the extent this is legal in the respective country of employment is permissible and possible. If this is not permitted, FEAS GmbH will search for its employees appropriate compromises.

- Diversity and inclusion, ban on discrimination -

- FEAS GmbH values the diversity of its employees and promotes a working environment that promotes inclusion enabled. That's why FEAS GmbH is committed to equal opportunities and rejects any form of discrimination and unequal treatment based on national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or worldview. FEAS GmbH lives by the principle of equal pay for men and female workers for equivalent work.

- Health and safety at work -

- FEAS GmbH observes national and international occupational health and safety standards.
- FEAS GmbH ensures a safe and health-promoting working environment (avoiding accidents, injuries and work-related illnesses) to ensure the safety and health of its employees and third parties



A handwritten signature in blue ink, appearing to be 'K. S.'.

Ahrensburg, den 05.10.2024
FEAS GmbH

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