

PRINCIPLES OF BEHAVIOUR AND COMPLIANCE GUIDELINE OF THE FOLEX GROUP

As a traditional family business with an international focus, the Folex Group stands for integrity, quality and reliability. For decades, our international customers have placed their trust in our expertise and our commitment to providing sustainable and innovative solutions. We have developed clear principles for our day-to-day activities so that we can continue to secure and expand this success in the future.

Our principles of behaviour and compliance guidelines define how we comply with ethical and legal requirements – both within our company and along the entire value chain. We are committed to transparency, responsibility and fairness in all aspects of our business activities.

OUR COMMITMENT TO THE HIGHEST STANDARDS

Folex is committed to meeting the highest ethical and legal standards in all areas. This claim is the basis of our long-term success and part of our responsibility towards customers, employees and society.

Below you will find our most important principles:

- **Compliance with laws and regulations:** As an international company, we comply with local and global legal requirements in all countries in which we operate. This is a matter of course for us and forms the basis for sustainable success.
- **Protection of personal rights:** We respect the dignity, privacy and personal rights of each individual. At Folex, there is a working environment in which discrimination based on gender, skin colour, religion or other personal characteristics has no place. We promote diversity and inclusion because we firmly believe that this drives innovation and creativity in our company.
- **Zero tolerance for corruption and bribery:** Fairness is a core value for Folex. That is why we do not tolerate corruption, bribery or unfair business practices in any form. We are actively committed to transparency and ethical behaviour – both internally and with our business partners.
- **Prohibition of child labour and fair working conditions:** We are committed to only employing people worldwide who have reached the legally required minimum age. We are also committed to fair working conditions, fair pay and compliance with labour rights.



PRINCIPLES OF BEHAVIOUR AND COMPLIANCE GUIDELINE THE FOLEX GROUP (CONTINUED)

- **Responsibility in the supply chain:** Our responsibility does not end at the factory gates. We demand that our suppliers and partners adhere to the same high ethical standards as we do. Compliance with our Code of Conduct is mandatory for all suppliers and partners. Only through these joint efforts can we ensure that ethical business practices are upheld throughout our entire supply chain and that social and environmental responsibility is assumed along all production and procurement processes.
- **Sustainability and environmental protection:** As a responsible company, environmental protection is firmly anchored in our corporate philosophy. We not only comply with the applicable environmental protection laws, but also actively work to minimise our ecological footprint. Sustainable solutions, resource conservation and innovations in the area of environmental friendliness are important to us.
- **Occupational safety and health protection:** We ensure a safe working environment and take measures to prevent accidents at work and occupational illnesses. All employees are obliged to comply with the applicable occupational health and safety regulations.
- **Training and further education:** We promote the professional development of our employees through further education and training programmes.

WHY CHOOSE FOLEX AS A PARTNER?

With Folex, you are not only choosing a partner that stands for high quality, but also a company that takes responsibility seriously. Our clear commitment to ethical business practices, social responsibility and the protection of our environment is reflected in every aspect of our business. By strictly adhering to these compliance guidelines, we help to ensure that you can rely on a partner who offers you security and trust.

We believe that long-term success can only be achieved by acting responsibly – and that is exactly what Folex stands for.

CONTACT US

We attach great importance to transparency and are happy to answer any questions you may have about our compliance guidelines or our values. Contact us at info@folex.de. Together we are shaping a responsible and successful future.

