

# Code of Conduct

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# 1. Introduction and Scope

**Fördergurt Manufaktur Deutschland GmbH (FMD) is a leading supplier of high-quality conveyor belts and related products for the industry.**

With a modern machinery park and an experienced team, we offer both standard and customized solutions, including fabrication, service, and installation. We collaborate with carefully selected European and international suppliers to ensure products of the highest quality. Through continuous investment in technology, process optimization, and employee development, we strive to enhance productivity and maintain our competitiveness. Our focus is on high quality, solid craftsmanship, and tailored solutions in close dialogue with our customers.

The purpose of **Fördergurt Manufaktur Deutschland GmbH (FMD) Code of Conduct** is to establish and promote responsible production, delivery, and collaboration principles across all aspects of our business, including products, services, and partnerships. We expect all our business partners and their suppliers to uphold the highest standards of environmental and social responsibility, ethical business conduct, and legal compliance. This Code of Conduct also aligns with our internal guidelines applicable to all FMD employees in Denmark and abroad.

We evaluate our partners on their compliance with our Code of Conduct and encourage them to continually improve their practices to enhance human rights, labour conditions, environmental protection, and anti-corruption efforts. Adherence to this Code of Conduct is an integral part of working with us, and non-compliance may lead to exclusion from our value chain, including the termination of existing agreements.

## 2. Legal and Regulatory Compliance

FMD requires all business partners to comply with national and international laws. Partners must act in accordance with all relevant regulations and ensure compliance with the legal frameworks applicable to their industry and activities.

## 3. Business Ethics and Transparency

We value integrity and transparency in all business dealings and expect our partners to:

- Adhere to principles of fair competition and ethical trade.
- Avoid conflicts of interest and manage them appropriately when they arise.
- Uphold anti-corruption and anti-bribery standards in all transactions.
- Engage in open and honest communication to foster a collaborative business environment.

## 4. Human Rights and Working Conditions

FMD is committed to upholding human rights and ensuring fair labour conditions. We expect our partners to:

- Prohibit forced labour, child labour, and any form of exploitation.
- Adhere to the European Convention on Human Rights (ECHR) and labour laws applicable in their operating countries.
- Ensure a safe and healthy working environment for all employees.
- Promote inclusion, and equal opportunities within their workforce.

## 5. Environmental Responsibility and Sustainability

FMD prioritizes sustainability and expects its partners to actively contribute to environmental protection, which is an integral part of our business relationship. Partners must:

- Implement and maintain environmentally sustainable practices.
- Minimize waste and reduce carbon emissions.
- Comply with all relevant environmental laws and industry standards.
- Support FMD's Environmental, Social, and Governance (ESG) initiatives.

## 6. Health and Safety

FMD is committed to ensuring a healthy and safe work environment for all partners, employees, and stakeholders. This includes:

- Implementing safety policies and procedures to minimize risks of accidents, injuries, and work-related illnesses.
- Compliance with occupational health and safety regulations.
- Ensuring product safety and quality control according to applicable standards.
- Developing emergency preparedness plans for fire, first aid, evacuation, and risk management.

## 7. Information Security and Data Protection

In a digital era, protecting sensitive information is crucial. Business partners must:

- Ensure that business-critical data is not misused or disclosed.
- Restrict data access to authorized personnel only.
- Comply with GDPR and implement cybersecurity measures.
- Conduct regular security audits to safeguard against cyber threats.

## 8. Reporting and Whistleblower Protection

We encourage an open culture where ethical concerns can be reported without fear of retaliation. Partners must:

- Establish reporting channels to report misconduct, including corruption, human rights violations, and unethical behavior. (e.g., through hotline, anonymous reporting).
- Protect whistleblowers from retaliation. A non-retaliation policy should be in place to encourage a culture of integrity and accountability.
- Implement investigation and corrective action procedures to track and resolve issues effectively.

## 9. Open Dialogue and Continuous Improvement

FMD values a strong relationship with our partners and encourages an open dialogue on compliance with this Code of Conduct. Ensuring compliance with this code of conduct is essential for maintaining ethical business practices. Business partners must be proactive in their compliance efforts and be prepared for audits and assessments. If partners have any further input or questions about this Code of Conduct, they should contact FMD's management to promote and ensure clarity and mutual understanding.

## 10. Review and Updates

This Code of Conduct will be reviewed annually to ensure continued compliance with laws and business requirements. Any significant updates will be communicated to our partners to ensure continued compliance and shared success in our partnerships.

At FMD, we believe that strong partnerships based on transparency, ethical behavior and mutual respect create long-term success. We appreciate your commitment to these principles and look forward to a collaboration based on responsibility and shared value creation.

FMD Management



Sebastian Schnurpfeil

Beckum, april 2025

# Contact

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DEUTSCHLAND GMBH