

---

## **FV - Code of Conduct**

---

FREUND VICTORIA Gartengeräte GmbH is aware of their responsibility as corporate citizens and act accordingly. This CSR Code of Conduct is a voluntary commitment. The corresponding UN, ILO and OECD guidelines act as its common basis.

The principles enshrined in this Code of Conduct apply directly to FREUND VICTORIA Gartengeräte GmbH as a whole. In addition, we promote the application of this Code of Conduct across our supply chains.

### **Scope**

This Code of Conduct applies to the site in Schorndorf. At the same time, we require that our suppliers also comply with the principles enshrined in this Code.

### **Our responsibility**

We have a very special responsibility towards our employees. We ensure that no one is limited in his human rights or takes physical or mental harm through his work.

### **Laws and Regulations**

We comply with applicable laws and regulations of the countries in which we operate and require that our suppliers do likewise.

### **Corporate Citizenship**

We demonstrate our corporate citizenship by making positive contributions to the communities in which we do business

### **Transparency and Consumer Dialogue**

We recognize the right of consumers to important information relating to products and processes which is required to make an informed purchase decision. Where possible, we will identify the relevant information and make such publicly available.

### **Communication**

We are responsible for communicating its requirements to all of our employees and suppliers. Particular attention is to be paid to groups requiring special protection (e.g. children and young people). We maintain a culture of open communication as an indispensable prerequisite to achieve our goals.

### **Forced labour**

No forced labour of any kind, including forced labour in prisons and bonded labour will be used.

### **Integrity and Anti-Corruption**

Our actions are guided by generally accepted ethical values and principles, in particular by integrity, honesty, respect for human dignity, openness and non-discrimination on the grounds of religion, ideology, gender or ethnicity. We reject any form of corruption or bribery as defined

by the relevant UN Convention (adopted in 2005). We promote transparency, acting with integrity and responsible corporate management and control.

### **Harassment**

Our Employees will not be subjected to any corporal punishment or any other form of physical, sexual, physiological or verbal harassment or abuse.

### **Improper Payments, Gifts and Entertainment**

FV employees may not give or receive gifts or entertainment unless they are not provided as a quid pro quo, modest in value, infrequent, unsolicited, given on a customary gift giving occasion, reasonable and customary in our business and permissible under the rules of the Business Partners' organization. Cash and cash equivalents such as gift cards and gift checks are never acceptable. Gifts of tickets for entertainment of any nature (theater, sporting event, etc.) require that the donor attend the event with the recipient.

### **Child Labour**

Our child labor policy is based on Article 32.1 of the UN Convention on the Rights of the Child. No child labour is used. No person who is still of school age or younger than 15 will be employed (subject to the exceptions stipulated in ILO Convention 138). Employees under the age of 18 may not perform any hazardous work and may be exempted from night work in consideration of their educational needs.

### **Compensation and Benefits**

We reward performance by paying salaries that are based on the competence, performance and experience of employees. Compensation, including wages, overtime and benefits must be equal to or exceed the levels stipulated by applicable laws and regulations. Compensation for full-time employment must be sufficient to meet the employee's fundamental needs. We provide our employees with the additional option to build a pension.

### **Working Hours**

Unless national regulations stipulate a lower maximum number of working hours, and except in exceptional business circumstances, employees will not be required on a regular basis to work a standard working week in excess of 48 hours per week or total weekly working hours in excess of 60 hours (including overtime). Employees are to be given the equivalent of at least one day off in every 7-day period.

### **Diversity of employees**

We understand diversity of our employees as strength. The different origin, culture, language and mindset of our employees give us a competitive advantage by contributing to the openness to new ideas.

### **Non-Discrimination**

With respect to all employment decisions, including but not limited to hiring and promotion, compensation, benefits, training, redundancies and terminations, all employees will be treated strictly in accordance with their abilities and qualifications. We do not tolerate discrimination of employees in the workplace based on gender, nationality, age, skin color, religious beliefs, marital status, sexual orientation, origin or physical or mental disabilities. We feel fully committed to comply with the principles of the AGG (General Equal Treatment Act).

### **Workplace and plant safety, health and environmental regulations**

We are committed to comply with all laws designed to protect people and the environment without any restrictions. We work through the requirements of the current legislation and continuously improve processes and procedures to reduce environmental pollution and health risks. However, should an accident or malfunction happen, it is our goal as quickly and purposefully as possible to initiate the appropriate measures for prevention of hazards and damage repair. To prevent accidents and injuries, employers will provide a safe and healthy working environment, which at a minimum comply with applicable statutory requirements.

### **Freedom of Association and Collective Bargaining**

We recognize and respect the statutory right of employees to freedom of association and collective bargaining.

### **Environment**

We implement and continuously improve environmentally friendly practices. We meet the environmental protection requirements and standards applicable and uses natural resources responsibly.

Schorndorf, 17.10.2022

FREUND VICTORIA Gartengeräte GmbH

A blue ink signature of Georg Schnaubelt, written over a horizontal line.

Georg Schnaubelt  
Geschäftsführung  
Managing Director

A blue ink signature of Nicos Papadopoulos, written over a horizontal line.

Nicos Papadopoulos  
Geschäftsführung  
Managing Director