

Code of Conduct

Presentation of Flamro – Portrait

For over 30 years, Flamro has been developing and manufacturing products for preventive structural fire protection, such as various types of cable, pipe, combination and joint penetration seals, cable ducts with special fitting pieces as well as fire protection bandages, coatings, sleeves, etc. These products are developed by us and manufactured at our own production facilities.

Areas of application include buildings, power plants, industrial applications, the automotive industry as well as ships, aircraft and offshore facilities. Flamro has expanded rapidly in the last few years. Flamro possesses numerous permits and certifications (e.g. abZ (general building inspectorate approval), aBG, ETA, UL, ISO certifications, etc.) which qualify our products and services as high-quality solutions for the customer. In the event of a fire, we reliably ensure continued, seamless building and system safety. Moreover, we document our services in projects in accordance with our customers' wishes – both online and offline.

This Code of Conduct defines the conditions which Flamro imposes on working with its business partners.

Preamble

Flamro is aware of its responsibility towards its customers, suppliers, its own employees as well as the environment and society. The Code of Conduct defines the standards for business integrity, working conditions and social criteria, fair competition, general business principles and management systems. Flamro respects these standards, and at the same time, we expect our suppliers, subcontractors and business partners also to observe them.

We expect the business partners we work with to introduce suitable processes to monitor the observance of current legislation in their company and to improve such processes on a continuous, sustainable basis. We expect the same of ourselves as partners to our customers, suppliers and subcontractors.

1. Working conditions and treatment of employees

The observance of national laws with respect to occupational health and safety is indispensable for any collaboration. All forms of exploitation of employees and forced labour must be prohibited. A system for monitoring the observance of relevant laws and regulations must be set up and maintained. The right to organise in a trade union remains unaffected. All working conditions akin to slavery or harmful to health are forbidden. All forms of forced labour are prohibited.

2. Child labour

All business partners undertake to respect the UN rules on human rights and the rights of children, and in particular to observe the Conventions on the Minimum Age for Admission to Employment and Work (Convention 138 of the International Labour Organisation, 1973) as well as the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour

(Convention 182 of the International Labour Organisation, 1999). All forms of the exploitation of children are prohibited. The rights of underage employees will be protected.

3. Respect for basic values

All business partners must respect and implement adherence to internationally recognised human rights. Forced labour in any form must be prevented. Any form of discrimination is rejected, and instead equal treatment and equal opportunities must be promoted. No employee may be treated differently to others on the basis of their origin, religion, nationality, ethnicity, gender, age, disability or sexual identity.

4. Occupational health and safety

All business partners (e.g. suppliers, subcontractors) undertake to promote the protection of health at the workplace as well as occupational health and safety.

5. Free and fair competition

Free and fair competition requires all market participants to observe current legislation and regulations to control competition.

6. Bribery and corruption

It is expected that no form of corruption will be tolerated and that the rules contained in the conventions of the United Nations (UN) and the Organisation for Economic Cooperation and Development (OECD) for combating corruption will be respected. Above all, it must be ensured that employees, suppliers and subcontractors do not offer, promise or grant business partners any incentives in order to obtain an order or any other preferential treatment.

7. Data protection

All parties engaged in a business relationship with Flamro undertake to observe data protection regulations such as the Federal Data Protection Act and the EU General Data Protection Regulation. Personal data may only be collected, processed and used if this is required for a lawful purpose. The rights of data subjects to access, rectification, revocation, blocking and erasure of data must be maintained in all circumstances.

8. Management systems

Suitable management processes such as an appropriate environmental management system, a system for occupational health and safety and a quality management system complying with ISO 9001 must be introduced, reviewed and constantly improved to ensure that the above-mentioned principles are adhered to.



Declaration:

We hereby confirm that in working with Flamro, we agree to abide by and ensure compliance with the rules of the Code of Conduct and that we will not directly or indirectly violate any of these rules.

Title

Date

Signature

As an alternative to a signature, you can also send us your confirmation by e-mail to procurement-de@flamro.com