



## Contents

Corporate Principles	Page 1
Quality	Page 3
Environment	Page 4
Climate Policy	Page 5
Energy	Page 6
Compliance	Page 7

## CORPORATE PRINCIPLES

Quality, environmental compatibility, product and process reliability, efficiency, partnership with our employees, and compliance with the law are the basis for the entrepreneurial activities of FUCHS Schraubenwerk GmbH. In order to meet the high demands of our customers and society, we employ efficient workers and machines and, wherever necessary, work together with proven suppliers and service providers in the respective fields of activity.

Our efforts are aimed at the most comprehensive and rapid implementation of TQM (Total Quality Management) for all FUCHS divisions and FUCHS employees. This is what our corporate principles and our quality principles stand for. We make use of all relevant modern quality techniques to provide our customers with high product quality, punctual delivery, customer service, and competent customer advice.

The avoidance of errors (zero defect philosophy) and the continuous improvement of processes, procedures, products, and services are binding for all FUCHS employees. In addition, with great dedication and success, a large number of employees at all levels work in special groups and research groups.

“As a medium-sized family-owned company, we operate in an industry environment that is increasingly characterized by concentration through company takeovers by competitors on the one hand, and by a reduction of suppliers by our customers, on the other hand. Only consistent adherence to our corporate principles, namely, our principles of quality, environment, energy, and compliance, can grant us lasting success and perspective.” - *Martin Fuchs, CEO*



## **The Task**

The general management has set the task for all managers and employees to create a “learning” company with distinct external and internal customer orientation with new and smarter ideas. This is to ensure that the needs and expectations of customers are always recognized, understood and reliably met.

## **Integrated Management System**

Compliance with the instructions of the FUCHS management system is only a minimum obligation for our company, its employees, and suppliers. The path to integrated management is a long-term process. Considering continuous improvement, it is never entirely completed.

## **Continuous Improvement**

With concrete targets, consistent target tracking, and appropriate corrective mechanisms, we will implement our corporate principles to meet all contractual and other expectations of our customers and society.

## **Employee Satisfaction**

Only a fair approach of partnership and cooperation creates a good working environment. All executives are particularly committed to contributing to this goal by being role models and motivating employee leadership.

## **Compliance with the Law**

We commit ourselves to acting in accordance with legal regulations and further requirements.

## **Contact with the Public**

We maintain an open and cooperative exchange of experience and information with customers, suppliers, the authorities, and the public.



## QUALITY

In the common interest, all employees are highly required to be responsible for the conformity of the produced products with the demands and expectations of our customers.

The future of our company largely depends on the supply of faultless products and services (zero defect philosophy) as well as the continuous improvement of processes and products as well as procedures and practices.

### Customer Satisfaction

From the point of view of customer satisfaction with the products and services of our company, we must offer the user a greater benefit than our competitors.

### Product and Process Optimization

Developing the best solution requires changing team partnerships, in which know-how can grow and complement each other. In this way we can combine knowledge and ability leading to success of our products in the market.

### Influence on Suppliers and Service Providers

The responsibility for the quality of our products does not stop at the company's premises. Central purchasing must constantly use their influence on selected suppliers in order to optimize products and services in terms of quality or to select suitable suppliers.

### Continuous Improvement

Based on existing information and data, realistic quality objectives regarding external and internal complaints in terms of numbers or costs must be formulated, published, tracked, and adapted.



## ENVIRONMENT

All employees are responsible for environmental protection. We continuously reduce the negative environmental impact of our processes and products. The same applies before the introduction of new products and processes.

### Avoidance and reduction of environmental pollution

Up-to-date materials management is always to be seen under waste aspects. On the one hand, there is an enormous potential for reducing costs in the energy, water, and materials sectors. On the other hand, from the point of view of the environment, every saving results in a reduction in emissions or waste. We will take targeted action in this direction.

### Recycling

From the point of view of resource conservation, we will increasingly use auxiliary and operating materials that can be reused or reprocessed.

### Influence on Suppliers and Service Providers

Responsibility for environmental protection does not stop at the company's premises. In central purchasing, suppliers must be constantly influenced to optimize products and product composition regarding environmental compatibility or to select suitable suppliers.

### Compliance with the Law

Compliance with legal requirements and other specifications in the field of environmental protection is our minimum obligation.

### Contact with the Public

We maintain an open and cooperative exchange of experience and information with the authorities and the public. In case of environmental problems, there is an immediate obligation to inform the authorities.

### Continuous Improvement

With concrete targets, consistent target tracking, and suitable correction mechanisms, we enforce our environmental and energy policy. The achieved results are documented. They are the starting point for new goals. The environmental officer is the coordinator of the entire process.



## CLIMATE POLICY

Our climate policy comprises the steps of accounting for, reducing, and substituting CO<sub>2eq</sub> emissions. The accounting takes place annually, the continuous reduction is tracked via the existing management systems and will essentially be completed by 2030. The decision to offset the remaining Scope 1 and Scope 2 emissions will be made after completion of the previous phase, but no later than 2030.

### Account

Since 2019, we have been recording the annual CO<sub>2eq</sub> emissions, making the main CO<sub>2eq</sub> emissions visible and the possible influences that are subject to our direct influence (A) and our direct influence (B) or indirect influence (C).

### Reduce and substitute

Within our economic means, we aim to reduce our emissions from Scope 1 and Scope 2 (see GHG Protocol) by 95% (compared to base year 2019) by 2030 at the latest by switching to CO<sub>2eq</sub> neutral natural gas and CO<sub>2eq</sub> neutral electricity. We will also gradually reduce CO<sub>2eq</sub> emissions from LPG by replacing LPG forklifts with electric forklifts.

Wherever this is technically and economically possible, we will also reduce the significant CO<sub>2eq</sub> emissions according to Scope 3 in our direct sphere of influence (B: tools, employee commuting, transport to customers, waste, and packaging).

We will influence the main CO<sub>2eq</sub> emissions according to Scope 3, which arise from our suppliers and are only within our indirect sphere of influence (C: raw material, tool steel, external heat treatment, surface treatment), to the extent possible through our contacts and association activities.

### Compensate

Following the reduction, we will decide how we can achieve GHG neutrality by offsetting the remaining emissions (e.g. in accordance with ISO 14068-1:2023: "The path to climate neutrality").



## **ENERGY**

Compliance with energy principles is mandatory for all employees and executives. Energy management and the continuous optimization of energy performance are important tasks of FUCHS Schraubenwerk GmbH.

### **Continuous Improvement of Energy Performance**

FUCHS Schraubenwerk GmbH continuously strives to improve energy performance and energy management.

### **Realistic and Economically Feasible Goals**

Our energy management system sets realistic and economically feasible targets in accordance with the legal framework and energy policy. In action plans or in the environmental program, the resources required to achieve the goals are released, deadlines and responsibilities for achieving the goals are set.

### **Optimization of Energy Use and Energy Consumption**

FUCHS Schraubenwerk GmbH understands the legal requirements as minimum requirements and strives for a high degree of optimization of energy use, energy consumption, and energy efficiency, taking into account the economic and technical possibilities.

### **Consideration of Energy Efficiency in Procurement Processes**

In procurement processes, FUCHS Schraubenwerk GmbH takes the energy performance of products and services into account to improve its own energy efficiency.



## COMPLIANCE

### Basic Understanding

For all entrepreneurial decisions, we are committed to a value-oriented, ethical, and law-abiding governance, in accordance with society, our employees, business partners, and shareholders. These principles are valid for all employees in all of their business dealings and decisions.

### Human Rights and Non-discrimination

In addition to complying with internationally recognized human rights (UN Human Rights Charter), we reject all forms of discrimination based on race, ethnicity, gender, religion or belief, disability, or age.

This requires all supervisors to ensure compliance with these rules within their area of responsibility and to judge their employees solely on their merits.

### Working Conditions, Occupational Safety, Health Protection and Environmental Protection

FUCHS respects the ban on forced labor and child labor and respects the right to freedom of association and assembly within the framework of applicable laws and regulations. Employees are to be protected against physical, sexual, psychological, and verbal harassment. Privacy is respected.

Occupational safety and health are guaranteed and developed in accordance with national regulations and operational regulations.

The laws and regulations issued to protect the natural foundations of life for present and future generations must be observed. Further details are also determined by FUCHS' environmental principles.

### Anti-Corruption and Bribery Ban

Company management and employees shall not offer, promise, demand, grant or accept gifts, payments, invitations or services in business interactions that are intended to unfairly influence or the independence of a business relationship, or which endangers the neutrality of the business partner. This does generally not apply to appropriate gifts and invitations that are within the bounds of hospitality, custom, and courtesy.

When dealing with business partners and state institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Decisions are made independent of extraneous considerations and personal interests. The applicable corruption criminal law must be observed.

The very appearance of a conflict of interest should be avoided. For example, it is not permissible to award contracts to related parties (e.g. spouses, relatives, friends, and private business partners)



without the special approval of general management. The same applies to contracts with companies in which related persons work or in which related persons are involved.

In addition, secondary activities for competitors and ancillary activities for business partners are prohibited. Exceptions can only be approved by the responsible managing director.

### Competition Rules

Applicable laws that protect and promote competition must be adhered to. These apply in particular to agreements and other activities that unfairly influence prices or conditions under applicable antitrust law, unlawfully allocate sales territories or customers or otherwise impede free and open competition in an inadmissible manner. Furthermore, these regulations prohibit unfair agreements between customers and suppliers, with which customers should be restricted in their freedom to autonomously determine their prices and other conditions for resale (price and condition determination).

### Trade Secrets

Business and trade secrets of others must be respected and upheld. Confidential information as well as confidential documents may not be passed on to third parties or made accessible in any other way unless a permission has been granted, the information is publicly available, or an enforceable decision by an authority or a court has been made.

### Internal and External Implementation

The compliance principles are binding for all employees. Each respective supervisor must ensure that it is properly publicized (via intranet, website, bulletin board, instructions from supervisors, etc.) and complied with.

Direct suppliers must be provided with the compliance principles and the best possible support to also ensure the compliance of their sub-suppliers.

### Consequences of compliance violations, contact persons for compliance issues, Whistleblower Protection Act (HinSchG), complaint procedure as defined by the LkSG

For employees and companies, compliance violations can result in serious consequences:

For employees: warning, termination, claims for damages and penalties

For the company: claims for damages, lawsuits, penalties and loss of reputation

The contact for all compliance issues is the management. Violations of this policy can also be reported to the FUCHS whistleblower reporting office (Hinweisgebermeldestelle). Information about possible violations will be treated confidentially in all cases. At the whistleblower's request, a personal interview can also be facilitated. Anonymous reports are treated equally.





Information or complaints can be directed to the following office:

Address: FUCHS Schraubenwerk GmbH  
c/o Hinweisgebermeldestelle  
Bismarckstraße 24  
57076 Siegen, Germany

Email: [Hinweisgebermeldestelle@fuchs-schrauben.de](mailto:Hinweisgebermeldestelle@fuchs-schrauben.de)

Phone: +49 (0)271/4095160