



Code of Conduct Franke GmbH



It is of great importance to us at Franke GmbH in Aalen to establish and uphold ethical and moral standards to ensure responsible and sustainable business conduct. Our Code of Conduct serves as a guide for our employees as well as for our business partners and suppliers to ensure that we always act in compliance with applicable laws and regulations and meet the highest standards of integrity and ethics.

Within the scope of our respective possibilities and areas of action, we take responsibility by considering the consequences of our entrepreneurial decisions and actions from legal, economic, technological as well as social and ecological perspectives. In doing so, we contribute to the social and economic development of the countries and regions in which we operate.

We are aware that complying with these standards is not always easy and that there can be situations in which employees are confronted with cases of doubt or conflicts. For these cases we have formulated this Code of Conduct. It provides guidance for company-compliant, reliable behavior for all of us.

We are proud to commit to these high standards and will continue to strive to implement them in all areas of our company.

Franke GmbH
Aalen

Daniel Groz
General Manager

Sascha Eberhard
General Manager

Principles

Franke GmbH is a company built on integrity, fairness and ethics. We comply with all applicable laws and regulations and commit to the highest standards in our business practices. We expect the same basic understanding from our business partners.

1. Fair Treatment and Human Rights

Franke GmbH treats all employees and business partners fairly and respectfully. We promote open communication and cooperation at all levels and ensure a working environment where every individual is valued. We respect and support compliance with internationally recognized human rights. We do not tolerate child labor. Forced labor, modern slavery or comparable measures depriving freedom are prohibited. We respect the right of workers to freedom of association, assembly and to collective and tariff negotiations. We promote equal opportunities and do not tolerate discrimination. We treat all people equally regardless of gender, age, skin color, ethnic origin, sexual identity and orientation, disability, religion, belief or other personal characteristics.

2. Competition

Franke GmbH is committed to fair competition and rejects any form of unfair or dishonest business practices. We act in accordance with national and international competition and antitrust law and do not participate in price-fixing, market or customer allocations, or bid rigging.

3. Corruption

Franke GmbH does not tolerate corruption, bribery or extortion. We are committed to ensuring that all employees as well as business partners share and respect these values.

4. Company Property

Franke GmbH manages its property with the utmost care. We ensure that all employees use company property responsibly and only for business purposes. We ensure that no company property is sold, lent or borrowed without prior company consent.

5. Information Security and IT Security

Franke GmbH pays attention to the protection of data in systems and obliges all employees to treat confidential information and data carefully and to use them only for business purposes. We ensure that all IT systems and data are secure and implement appropriate technical and organizational measures to ensure IT security.

6. Insider Trading

Franke GmbH prohibits insider trading and obliges all employees to treat insider information confidentially and to use it only for business purposes. We ensure that all decisions are based on information that is publicly accessible and do not contain non-public information.

7. Conflicts of Interest

Franke GmbH expects all employees to avoid conflicts of interest and not to engage in activities that could impair their ability to perform their work in the interest of the company. We expect employees to disclose any conflicts of interest and not to undertake private activities that violate our company policies.

8. Export Control and Customs Regulations

Franke GmbH complies with all export control and customs regulations and ensures that all employees adhere to them. We ensure that no products or technologies are exported or imported without the required approvals.

9. Occupational Health and Safety

Franke GmbH places great importance on the protection of the health and safety of all employees. We are committed to ensuring that all employees work under safe conditions and that all legal requirements regarding occupational health and safety are met. We promote a culture of safety and encourage all employees to point out hazards to prevent injuries and accidents.

10. Quality

Franke GmbH is committed to offering products and services of the highest quality. We ensure that all our products comply with applicable legal requirements and internal quality standards. We promote a culture of quality that enables us to continuously improve our products and services.

11. Sustainability, Energy and Environment

Franke GmbH is aware of its responsibility for the environment and strives for the efficient use of energy and resources. We commit to sustainability and environmental protection by minimizing the environmental impacts of our business activities and contributing to environmental protection through the development of environmentally friendly products and services.

12. Data Protection

Franke GmbH commits to protecting personal data in accordance with applicable legal regulations. We ensure that all personal data are collected and used in an appropriate manner to respect the rights and freedoms of the data subjects. We promote a culture of data protection by ensuring that all employees are trained and understand the protection of personal data as part of their work.

13. Financial Integrity and Anti-Money Laundering

Franke GmbH commits to the highest standards regarding financial integrity and anti-money laundering. We comply with all applicable laws and ensure that all transactions and financial data are correct and transparent.

14. Remuneration and Working Hours

Franke GmbH follows applicable laws and existing binding collective agreements concerning remuneration. Employees are informed clearly, in detail and regularly about the composition of their pay. We comply with applicable laws and (international) labor standards concerning maximum working hours.

15. Whistleblowing and Violations

Franke GmbH provides employees and business partners access to a protected mechanism to confidentially report potential violations of the principles of this Code of Conduct. All reports are taken seriously and treated confidentially.

16. Leadership

Leaders at Franke GmbH have a special responsibility to promote and lead by example the company's standards and values. They ensure that all employees know and understand these standards. Leaders also have a special duty to take concerns and reports seriously and to respond appropriately. They are obliged to promote integrity, fairness and ethics and to ensure that all business practices are carried out in accordance with our values and standards.

Publisher:
Franke GmbH
Obere Bahnstraße 64
73431 Aalen
Germany
Tel.: +49 7361 920-0
E-Mail: nachhaltigkeit@franke-gmbh.de
www.franke-gmbh.de

Aalen, 01.01.2026