



Code of Conduct for Business Partners of  
FES Frankfurter Entsorgungs- und Service GmbH



## Table of contents

|  |   |
|--|---|
| I. Preamble.....   | 3 |
| II. Responsible and law-abiding conduct.....             | 3 |
| III. Ecological responsibility.....                      | 3 |
| IV. Social responsibility.....                           | 4 |
| V. Whistleblowing and the reporting of violations.....   | 6 |
| Recognition – Code of Conduct for Business Partners..... | 7 |

## 1. Preamble

This Code of Conduct for Business Partners applies to all affiliated companies of FES Frankfurter Entsorgungs- und Service GmbH – hereinafter also referred to as the FES Group.

This Code of Conduct shall serve as a guideline for all current and future supply and service relationships between the FES Group and its business partners. Both contractual partners undertake to fulfil the requirements of the Code of Conduct, and to comply with the underlying principles. In addition thereto, the FES Group's business partners are encouraged to implement measures to comply with the contents of this Code of Conduct within their supply chain. Violations of this Code of Conduct by the contractual partner must be reported to the FES Group immediately, and may give reason and cause to terminate the business relationship – including all supply contracts. Furthermore, the FES Group hereby reserves the right to request specific information based on the content of this Code of Conduct if required.

In addition, the FES Group shall offer its business partners specific training material on the topic of social and ecological responsibility at the FES Group.

## II. Responsible and law-abiding action

The business partners of the FES Group ensure strict adherence to all prevailing laws and other regulations, both at home and abroad. They are committed to avoiding risks to people and the environment, and to using resources sparingly. It is, therefore, of key importance to consider the three dimensions of sustainability – ecology, economy and social issues – in all decisions. Accordingly, business partners are expected to continually review their behaviour and adapt it according to requirements. Furthermore, all international economic sanctions (including embargoes) and any sanctions imposed by the European Union, shall be understood as binding.

For business partners, acting responsibly means, among other things, being careful when selecting and engaging third parties. The FES Group expects that third parties who have business relationships with business partners of the FES Group also adhere to the FES Group's principles of conduct as well as the applicable laws, regulations and conventions.

## III. Ecological responsibility

The FES Group is committed to its ecological responsibility as a Group. In order to fulfil and live up to this responsibility, the FES Group also expects its business partners to comply with the content addressed in the following section.

### **1. Provisions on environmental and climate protection**

The business partners of the FES Group undertake to render an active contribution to environmental and climate protection, and to pursue a precautionary approach to their impact on the environment and climate in all business activities.

### **2. Provisions on resource and energy consumption**

The business partners of the FES Group shall ensure the energy-efficient and environmentally friendly use of resources.

### **3. Provisions on environmentally friendly production**

Business partners shall ensure that the manufacture of those products supplied to the FES Group does not lead to any harmful soil change, water pollution, air pollution, noise emissions or excessive water consumption resulting in restrictions that affect the quality of life – such as the impairment of food production, the denial of access to safe drinking water, the denial of access to sanitary facilities or damage to health.

### **4. Provisions on waste and wastewater management**

The business partners of the FES Group shall ensure that all waste and wastewater is disposed of (or discharged) in a safe and environmentally friendly manner in accordance with all applicable regulations.

### **5. Regulations on the use of chemicals**

The business partners of the FES Group shall not supply any products that contain persistent organic pollutants in accordance with Article 3 (1) (a) and Annex A of the Stockholm Convention of 23 May 2001.

### **6. Provisions on the use of mercury**

The business partners of the FES Group shall ensure that the products they supply are not manufactured with (or contain) mercury or mercury compounds, and that any mercury waste is treated properly.

## **IV. Social responsibility**

The FES Group is committed to its social and societal responsibility as a Group. The fundamental principles of the International Labour Organization (ILO) and the national regulations applicable in the various countries and locations shall apply on the basis of value-oriented corporate governance, while simultaneously taking into account internationally recognised human rights.

The FES Group expects its business partners and along the supply chain to comply with the contents defined in the following paragraph.

## **1. Provisions on health protection and occupational safety**

The business partners of the FES Group ensure that processes, operating sites and resources comply with the applicable national and internal legal requirements for occupational safety, as well as the provisions stemming from health, fire and environmental protection. Health and safety in the workplace and the humane organisation of working conditions are an important element of corporate policy.

## **2. Provisions on child labour**

The business partners of the FES Group reject any form of child labour and observe the minimum age for the employment of children in accordance with the legal requirements applicable at the place of employment, as well as international conventions and agreements.

## **3. Provisions on forced labour**

The business partners of the FES Group undertake not to engage in forced labour, slave labour, bonded labour or other forms of involuntary labour. All work must be performed on a voluntary basis, and employees must be able to terminate the employment relationship at any time.

## **4. Provisions on discrimination**

The business partners of the FES Group undertake to prevent any form of discrimination, and to take decisive action against it. In particular, they shall ensure that there is no discrimination based on skin colour, gender, age, nationality, political or religious conviction, social or ethnic origin, disability or sexual orientation within their sphere of influence.

## **5. Provisions on remuneration**

The business partners of the FES Group shall pay their employees a living wage in accordance with the pay regulations applicable at the place of employment. Remuneration must, as a minimum, correspond to the statutory minimum wage applicable at the place of employment and be customary in the industry.

## **6. Regulations on working time provisions**

The business partners of the FES Group shall guarantee compliance with the maximum working hours permitted by law in accordance with the applicable national or international laws and the ILO collective labour agreements.

## **7. Provisions on freedom of association**

The business partners of the FES Group shall respect the right of their employees to freedom of association and assembly, and comply with all national and international laws applicable at the respective place of work – such as the right to strike or the right to collective bargaining. Employees must not be intimidated, harassed or suffer retaliation for exercising any of these rights.

## **8. Security forces**

The business partners of the FES Group shall not commission private or public security forces if their deployment violates applicable human rights, freedom or labour law.

## **9. Forced eviction**

The business partners of the FES Group condemn all forms of unlawful displacement and expropriation that serve the acquisition, development or other use of land, forests and water.

# **V. Whistleblowing and the reporting of violations**

The business partners of the FES Group undertake to inform the internal reporting office immediately in the event of a violation or suspected violation of the contents of this Code of Conduct. Compliance with all provisions and regulations set out in this Code of Conduct can be monitored by means of prevention and control measures. In the event of violations or non-compliance with the requirements, the FES Group reserves the right to take appropriate measures – up to and including suspension (or termination) of the business relationship.

Information on violations of the Code of Conduct by way of own actions, employees, competitors or employees of the FES Group can be submitted anonymously, in particular, via the electronic whistleblower system. This can be accessed via the following link:

[www.fes-frankfurt.de/compliance](http://www.fes-frankfurt.de/compliance)

Any information shall be treated confidentially. If the whistleblower's identity is known, it shall be kept secret upon request. The FES Group assures whistleblowers that it will not take any steps to identify the whistleblower in the event of an anonymous report. This shall not apply to instances of misuse or abuse. Denunciations of any kind shall not be tolerated.

## Recognition – Code of Conduct for Business Partners

By signing this Code of Conduct, both parties undertake to comply with the provisions and regulations set out herein. In addition thereto, they shall ensure that all necessary measures for compliance with the Code of Conduct are properly implemented and promoted – including the communication of the Code of Conduct for Business Partners vis-a-vis employees, suppliers and other authorised companies.

FES Frankfurter Entsorgungs- und Service GmbH

Frankfurt am Main, 05.02.2025

Signature & Stamp:



Corporate Identity – Business Partner:

Company Name: \_\_\_\_\_

Place, Date: \_\_\_\_\_

Signature & Stamp: \_\_\_\_\_