



**Business Partner Integrity**  
Your Conduct is our Conduct

Turning Ideas into Reality.

  
**Ferrostaal**

All actions of Ferrostaal staff members are based upon our fundamental values. We live these values – in our day-to-day dealings with each other as well as in cooperating with our business partners such as project partners, suppliers, agents, consultants, solicitors and other service providers acting for or on behalf of Ferrostaal GmbH or one of its subsidiaries. We expect them to accept these with regard to their employees as well as to third parties as their own values – only then can we ensure sustainability.

## Our Fundamental Values

<b>Fairness</b>	in dealing with employees and business partners.
<b>Reliability</b>	Ferrostaal's employees and business partners can put their trust in the statements of the company.
<b>Authenticity</b>	Ferrostaalers act in accordance with these fundamental values.
<b>Professionalism</b>	Ferrostaalers enhance their knowledge, skills and abilities in their assignments for staff and business partners of Ferrostaal.
<b>Entrepreneurship</b>	Ferrostaalers identify business opportunities and develop them responsibly

### Social Responsibility

We expect our business partners to be aware of their responsibility towards their staff, their customers and business partners as well as towards society and its underlying principles.

Thus, we expect them to observe the personal dignity of every individual and to not tolerate discrimination of any kind, neither because of race, gender, disabilities or age, nor because of sexual orientation, religion or belief.

We also expect the commitment to human rights and to international standards for the protection of workers. With the awareness for the scarceness of resources, our business partners have to be guided by the principles of sustainability. This includes a responsible treatment of the environment as well as measures for labour safety and personal security that ensure the physical and mental integrity of their staff.

### Child Labour

Child labour is any work that is done by a person under the age of 15 unless local law provides for a higher minimum age for workers or a longer duration of compulsory education, in which case the higher age shall prevail. If however – in accordance with the conditions laid down exceptions for developing countries in the ILO Convention 138 – the legal age is 14 years, the lower age will prevail.

Ferrostaal will not use child labour and expects the same from its business partners.

### Forced Labour

Forced labour is any work or service which is exacted from other persons under the menace of a penalty for which those persons do not make themselves available voluntarily.

Our business partners must not use or tolerate forced labour, bonded labour or prison labour. In the employment process, our business partners must not require bail or personal documents from their employees.

### Ban on corruption

Corruption occurs primarily in the form of bribery of public officials or the unlawful act of accepting or granting benefits from or to others. Corruption leads to wrong decisions of enterprises and national economies that hamper progress and innovation and distort competition. The various forms of corruption are forbidden by law in Germany and most countries of the world.

Our business partners do not use corrupt means of any kind for business purposes.

## Benefits for Third Parties

Good relations to customers and suppliers as well as competitors are a precondition for business success. At no time may undue influence be used in maintaining these business relations.

Our business partner must not offer or procure improper benefits to or from third parties. None of their employees may demand or accept improper benefits.

Gratuities in the form of presents, invitations to business entertainment or events, donations or sponsoring which may be capable of influencing business decisions of partners, may be interpreted as corruption.

Even the impression of potential exertion of influence should be avoided.

## Fair Competition and Purchase

Freedom of competition is a tremendous economic asset which is protected in Germany and most other countries worldwide through strict laws governing competition and cartels.

Prohibited in particular are agreements and concerted practices between competitors causing or aiming at a prevention or limitation of competition. Furthermore, it is not allowed to take advan-

tage of a dominating position in the markets. Any coordination of competitive behaviour between Ferrostaal and its competitors that may be of relevance for the competition between them is prohibited.

Our business partners will not engage in any kind of agreements with third parties that could be relevant for the competition between the business partner and that company.

Also, they will not give preference to a supplier or service provider without demonstrable and objective justification.

## Export Control and Ban on Money Laundering

Ferrostaal ensures compliance with all regulations for the export of goods, services or information in accordance with the prevailing legislation on export control. Our suppliers and other business partners have the same duty and responsibility.

Ferrostaal also ensures compliance with the ban on money laundering enforced in most countries and expects this in the same way from its business partners.

## Protection of Data and Information

Even prior to completing a confidentiali-

ty agreement, Ferrostaal treats data and information from its business partners as confidential under applicable laws and complying with legal or regulatory disclosure obligations. In return, Ferrostaal expects the same from them.

In particular, the respective applicable legal and internal regulations for the protection of personal data and for data and information security must be observed.

## Conflicts of Interests

We expect our business partners to make decisions with respect to mutual business activities on the basis of objective criteria.

Conflicts of interest with private matters or with other economic or ulterior activities are to be avoided from the beginning. This also applies to relatives or otherwise close people or organisations.

## Transparency

Our business partners document the services they provide in a transparent and comprehensible manner. They can always vouch for all cash flows in connection with Ferrostaal.

# Ramifications

Any violation of the principles and requirements laid down herein will be regarded as a substantial impairment of the contract by the business partner. When suspecting non-compliance with this "Business Partner Integrity" (e.g. induced by negative media reports), Ferrostaal will request information on the corresponding facts.

Ferrostaal reserves the right to terminate, extraordinarily and without notice, any or all contractual relations with such business partners that verifiably violate the principles set out herein without taking measures for improvement after a reasonable period of time set by Ferrostaal has elapsed.

To keep our documents better readable and intelligible, we avoid phrases with two genders (the employee – he/she) without meaning to discriminate in any form.

## Contact

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