

CSR Statement Reincke & Fichtner GmbH

Corporate social responsibility and sustainable development are management issues at Reincke & Fichtner GmbH.

As a medium-sized, non-manufacturing company, we make our contribution to the current challenges of our time and respond to the needs and expectations of our customers and society.

With the following points we would like to demonstrate the strategy for corporate social responsibility at Reincke & Fichtner.

1) Responsibility:

Basically, we take responsibility for our own operations and within our supply chain

2) Social standards:

We observe the following basic principles:

- ILO Conventions

Internal. Labour Organisation with the aim

- of decent work
- freedom of association and the right to collective bargaining
- elimination of forced labour
- abolition of child labour
- ban of discrimination in respect of employment and occupation

- SA8000 standard

International standard with the aim

- of improving the working conditions of workers

3) Compliance with the law

We expect ourselves and our suppliers to comply with the laws and regulations of the respective countries. This includes employment, environment, discrimination, health and safety laws.

4) Quality standards and their requirements

Certification and requirements of the quality standards ISO 9001:2015 and ISO 22000:2018.

This includes regular enquiry and reassurance within our supply chain on the following sustainability issues:

- Environmental management
- Written social guidelines
- Leadership / People / Infrastructure
- Stakeholder management
- Definition of quality policy

5) Corruption

Reincke & Fichtner GmbH requires an anti-corruption policy from its suppliers and asks for this in the supplier questionnaires.

6) Fair Trade

Fair and resource-saving trade has always been particularly important to us and is practised and supported by all employees, also out of conviction!

7) Environment:

We consider it our obligation to protect our environment and reduce interventions. Within the supply chain, we strive for a common understanding on this global task.

8) Business ethics

Equal treatment and good advice to every customer, regardless of their sales potential, is a matter of course for us. Integrity of our employees and business partners, fair dealings with each other are important cornerstones of our daily actions.

Reincke & Fichtner has been a member of the internationally recognised platform **SEDEX** (Supplier Ethical Data Exchange) since 2024, which is committed to the continuous improvement of ethical behaviour in the supply chain.

Kurt Reincke, Managing Director, March 2024