

## 1. RESPONSIBILITY

» The Executive Board and the managing directors of the Funkwerk companies are responsible for promoting our sustainability goals and monitoring the measures taken. They may appoint a sustainability officer to support them. Notwithstanding that, compliance with the measures taken is the responsibility of each employee.

## 2. ENVIRONMENTAL PROTECTION

» Funkwerk focuses in particular on the ecological aspects of its activities. Our environmental policy defines key points which ensure that the negative effects of our economic activities on the environment are reduced to a minimum.

## 5. FAIR WORKING CONDITIONS

» Committed employees are the basis for the longterm success of a company. Funkwerk therefore attaches great importance to appropriate working conditions. Equality of opportunities, fair remuneration, a safe working environment and additional company benefits that go beyond the statutory regulations are key points in this respect. Observance of statutory regulations and standards (e.g. minimum wage) is part of our Compliance Policy.



# CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

» **Funkwerk AG and its subsidiaries ("Funkwerk") are fully committed to the principle of responsibility for the future (sustainability) and accept the economic, ecological and social responsibility arising from our economic activities.**

## 3. DATA PROTECTION

» Funkwerk is committed to the protection of personal data. The fundamental rights and freedoms of affected persons, in particular their right to protection of personal data, shall be respected and protected at all times. To ensure this, we have established an effective data protection management system and appointed qualified data protection officers.

## 4. ETHICAL PRINCIPLES AND SOCIAL BUSINESS PRACTICES

» Respect for fellow human beings, transparency and fair competition without corruption and exploitation are the basic requirements for ethical action in our business activities. We reject discrimination in any form, particularly with regard to race, origin, religion, gender, sexual orientation or age, and we stand up for the prohibition of child and forced labour and the protection of human rights. Further details are set out in our Compliance Policy.

## 6. SUSTAINABILITY IN THE SUPPLY CHAIN

» Funkwerk only engages suppliers and cooperates with business partners who also commit themselves to the principle of responsibility for the future in accordance with this CSR Policy and act accordingly. We therefore have established a corresponding qualification system for new business partners and carry out a risk-oriented review of our partners if we become aware of circumstances that are grossly contrary to our sustainability goals.

## 7. IMPROVEMENTS BY AUDITS

» Innovation and further development are not only important to us with regard to our products. We therefore also focus on continuous improvement in environmental protection, energy efficiency, social responsibility as well as occupational health and safety. To this end, Funkwerk evaluate the results of sustainability audits by external auditors, e.g. from the industry initiative "Railsponsible".