

Code of Conduct Franke GmbH



1. Preamble

All employees are committed to this Code of Conduct. It sets out the values, principles and methods of action that determine the entrepreneurial action of Franke GmbH. The principle of company management is to respect ethical standards and create a work environment that is based on integrity, respect and fair conduct. A strict legal and fundamental business policy serves long-term company interests. This Code of Conduct was decided by the management of Franke GmbH and agreed with the management and the works council. The rules contained in this Code of Conduct form a core element of the company culture of Franke GmbH. Uniform adherence to these principles is indispensable. Every employee is responsible for this.



2. Compliance with Laws and Regulations at home and abroad

Franke GmbH is economical, socially and environmentally conscious. In all business decisions and actions, it complies with the applicable laws and other relevant provisions at home and abroad. Integrity and sincerity are fundamental values of the company and ensure fair competition. Franke GmbH condemns discrimination or harassment of any kind.



3. Conflicts of Interest / Prohibition of Corruption

Franke GmbH expects loyalty from the employees. Procedures for dealing with unfair means are not tolerated. All employees must avoid situations in which their personal or financial interests are in conflict with those of Franke GmbH. No employee is allowed to accept benefits that can reasonably be expected to influence business decisions or transactions. Employees are not allowed access to confidential information or other advantages due to their position in the company. All employees are obliged to promote the legitimate interests of Franke GmbH as far as possible.

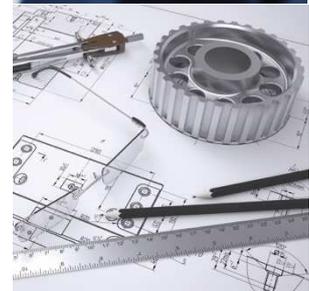


4. Safe working conditions

All employees of Franke GmbH must ensure a safe and healthy environment. Safety instructions must be strictly adhered to. Workplaces, tools and equipment comply with the applicable standards and are regularly checked.

5. Dealing with assets

All employees of Franke GmbH are responsible for the proper and careful handling of the property of the company. Every employee is obliged to protect the property of Franke GmbH against loss, damage, misuse, theft, embezzlement or destruction. Each employee has the obligation to inform his or her supervisor immediately of other situations.



6. Privacy and data protection

Much of the business information of Franke GmbH is confidential or legally protected, so there is a duty to maintain confidentiality. This does not apply if a publication of the information has been approved or is mandatory by law or regulation. The duty of secrecy applies in particular to intellectual property. This includes business secrets, patents, trademarks and copyrights, as well as business and marketing plans, drafts, business papers and all other unpublished financial data and reports.

