

CODE OF CONDUCT

Faist is implementing a strategy of growth based on the quality and attractiveness of our products, the international development of our projects, employee commitment as well as customer satisfaction.

We have set ourselves globally binding principles and guidelines that require all employees and managers to behave in an ethical, law-abiding manner. They form the basis for our work and the way in which our employees interact with each other, our customers and our business partners.

Legal compliance

We undertake to act in compliance with the laws of the applicable legal system.

Basic human rights of employees

Faist undertakes to respect its employees and to enable them to prosper wherever they are in the world, to foster freedom, to ensure transparency, to practise fairness and to follow the rules laid down in its code of good conduct. These principles are in line with our strategy for sustainable development as well as the standards of the International Labour Organization and the universal principles relating more specifically to human rights that make up the Global Compact adopted by the United Nations.

We promote equal opportunities for all our employees. We do not discriminate for any reason whatsoever in the workplace. We recruit our employees by reference to their qualities and skills and treat them with dignity. We do not discriminate on the basis of age, social origin, family situation, gender, sexual orientation, handicap, political, trade union or religious opinions, ethnic origin, country, or race in compliance with ILO Convention No. 111.

We prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Faist also strives to help persons with a physical handicap, in order to foster them and integrate them into the company.

Health, safety and working conditions

Improvements in the health, safety and working conditions of our employees are a priority for us.

Faist considers EU standards as the benchmark for the prevention of occupational accidents. Following this lead we have drafted a document entitled “Faist Anlagenbau Safety plan” that contains the company’s safety policy.

Faist has made a commitment to set up an occupational health & safety management system according to OHRIS or equivalent.

One of the selection criteria for suppliers is to have a policy of occupational risks prevention that complies with the principles set out by Faist.

Faist has qualified doctors that monitor the health of its employees on a regular basis and is developing an active prevention policy.

Faist provides training and ensures that employees are educated in health and safety issues.

No child labour

As provided by ILO convention No. 138 on the minimum working age, Faist agrees not to employ people younger than the mandatory school-leaving age in the relevant country or, in any event, below the age of sixteen. The minimum working age for Faist trainees is fifteen.

Suppliers and service providers must comply with this policy in order to work with Faist.

No forced labour

Faist condemns the use of all forms of forced or mandatory labour and agrees not to make use of such labour in accordance with ILO conventions 29 and 105 on forced labour.

Suppliers and service providers must comply with this policy in order to work with Faist.

Jobs

Faist has a commitment to protect jobs. In the event of reorganizations or restructurings, it makes a commitment to train workers for other jobs or, wherever possible, to find other jobs for them within the company.

Right to training

Faist undertakes to provide every one of its workers, throughout their entire career, regardless of their age and position, with the training necessary to properly perform their job and build a career.

Working hours and right to paid holidays

Working within local legislation and with the relevant labour organizations, Faist is adjusting working hours in line with the needs of the company's various sectors whenever possible, and taking into account employees' wishes. In compliance with local legislation and business practices of the country in which Faist operates, employees are entitled to paid holidays.

Salaries and wages

Faist recognizes the principle of fair compensation for work and complies with the provisions of ILO convention no. 100 on equal pay for equal work.

Employee representation

Faist strives to ensure that employees are represented by employees working in the company who have been elected to represent them.

Faist has the strictest respect for freedom of association, regarding the freedom to join a trade union and hold office in a trade union, in compliance with the principles set out by ILO convention No. 87 of 1948 on the freedom of association and the protection of the right to organize. Recognition of the freedom of association means that each employee has the right to join a trade union or decline membership. Faist is also determined to comply with the provisions of ILO convention No. 98 on the right to organize and collective bargaining.

Faist also adheres to the ILO declaration on the fundamental rights and principles at work adopted in 1998 at the 86th International Labour Conference with respect to freedom of association and the effective recognition of the right to collective bargaining.

Prohibition of corruption and bribery

We tolerate no form of corruption and bribery, including any payment or other form of benefit conferred for the purpose of influencing decision making in violation of laws.

See information sheet: "Guide to Business Integrity"

Environmental Protection

Faist undertakes to act in accordance with the applicable legislation and international standards regarding environmental protection. We strive to minimize environmental pollution and contribute to improvements in environmental protection by realizing continuous measures.

We have implemented an environmental management system according to ISO 14001.

See also our policy "Integrity in business behaviour".

Relations with suppliers

Faist informs its own suppliers of the contents of this Code of Conduct and urges them to consider adhering to it. It encourages them to introduce and make known equivalent principles in their own companies. The actual adoption of these principles is a basis for long-term relations.

This declaration was signed on July 28, 2008 in Krumbach/Niederraunau.



Wilhelm BRAUN
Managing Director