

*Code of Conduct for Suppliers of  
FraAlliance GmbH*

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## 1. Code of Conduct for Suppliers of FraAlliance GmbH

Philosophy and Scope	<p><b>I. Preamble:</b> The purpose of FraAlliance GmbH (hereinafter "FraAlliance") is to provide services in connection with the operation, maintenance and development of Frankfurt Airport, in particular for its shareholders Fraport AG Frankfurt Airport Services Worldwide and Lufthansa Commercial Holding Gesellschaft mit beschränkter Haftung as well as companies affiliated with the shareholders within the meaning of § 15 AktG. We expect our suppliers and service providers (hereinafter referred to as "business partners") to comply with the principles set out in this Code of Conduct in a binding manner.</p>
Compliance	<p><b>1. Compliance with laws, recognized standards and guidelines:</b> All applicable national laws and relevant internationally recognized standards, guidelines and principles shall be complied with.</p> <p><b>2. Prevention of corruption:</b> The respective legal regulations for combating corruption must be observed.</p> <p><b>3. Antitrust and Competition Law:</b> FraAlliance expects its business partner to comply with all applicable national and international antitrust laws and laws against unfair competition.</p>
Working conditions	<p><b>4. Occupational health and safety:</b> The business partner shall ensure a safe, healthy and hygienic working environment and take necessary measures to prevent accidents and damage to health.</p> <p><b>5. Working hours:</b> Working hours shall comply with applicable law or relevant ILO conventions.</p> <p><b>6. Remuneration:</b> The Business Partner is obliged to provide their employees involved in the execution of the Contract with the benefits applicable to them by law or established by collective agreement on the basis of a law for the duration of the execution of the Contract.</p>
Human rights	<p><b>7. Freedom of association and collective bargaining:</b> The rights of all workers to freedom of association and collective bargaining shall be respected and protected from interference.</p> <p><b>8. Dealing with child labor:</b> Any exploitation of children and young people will not be tolerated. Child labor is prohibited.</p> <p><b>9. Dealing with forced labor:</b> All forms of forced and compulsory labor, as well as involuntary prison labor that violates human rights, are prohibited.</p> <p><b>10. Disciplinary Action:</b> All employees shall be treated with dignity and respect. Sanctions, fines, other penalties or disciplinary measures may only be taken in accordance with applicable national and international standards and internationally recognized human rights.</p> <p><b>11. Dealing with discrimination:</b> Any form of discrimination is to be refrained from.</p>
Environment	<p><b>12. Environmental and climate protection:</b> FraAlliance expects its business partner to observe environmental protection with regard to applicable international standards and legal requirements.</p>
Final moods	<p><b>i. Implementation:</b> We expect our business partner to comply with the above principles.</p> <p><b>ii. Information and communication:</b> The business partner is required to make the regulations in this Code of Conduct available to all employees.</p> <p><b>iii. Monitoring:</b> FraAlliance reserves the right to monitor compliance with the above requirements either by FraAlliance itself or by independent third parties.</p> <p><b>iv. Sanctions and remedies:</b> Any serious breach of the obligations set forth in the Code of Conduct, will be considered a material breach of contract on the part of the Business Partner and will be legally evaluated on a case-by-case basis.</p>

## 2. Philosophy and Scope

### 2.1 Preamble

FraAlliance GmbH (hereinafter referred to as "FraAlliance") serves to provide services in connection with the operation, maintenance and development of Frankfurt Airport, in particular for its shareholders Fraport AG Frankfurt Airport Services Worldwide and Lufthansa Commercial Holding Gesellschaft mit beschränkter Haftung as well as companies affiliated with the shareholders within the meaning of § 15 AktG.

In accordance with our core values of integrity, trustworthiness, responsibility, transparency and fairness, we have a high aspiration to operate in a socially, economically and ecologically sustainable manner and understand sustainability as shaping the future with responsibility. We have defined this responsibility in the Code of Conduct for our employees.

We expect our suppliers and service providers to comply with the same standards. The Code of Conduct describes the standards for business relationships with Fraport AG companies. This applies to all suppliers and service providers with whom a direct business relationship exists (hereinafter referred to as "business partners").

### 2.2 Scope

The principles of the Code of Conduct are binding for the entire company. They apply to all employees.

The FraAlliance Code of Conduct cannot and is not intended to provide detailed instructions for action in all situations, but represents the general framework and maxims for action by which the FraAlliance is guided. Its execution is therefore determined by internal company regulations and instructions as required, whereby existing collective agreements, guidelines and company agreements apply without restriction alongside the Code of Conduct.

All managers have the task of communicating the Code of Conduct to the company and ensuring compliance with it. They have a special responsibility here as role models.

## 3. Compliance

### 3.1 Compliance with laws, recognized standards and guidelines

The Business Partner complies with applicable national laws and supports the relevant internationally recognized standards, guidelines and principles, in particular the principles of the UN Global Compact, the Universal Declaration of Human Rights, the conventions of the United Nations Organization (UN) and the core labor standards of the International Labour Organization as well as the OECD Guidelines for Multinational Enterprises.

Compliance with this Code of Conduct and the aforementioned standards may not be circumvented by collateral agreements, such as contractual agreements or comparable measures.

### 3.2 Corruption prevention

The Business Partner declares its opposition to corruption and bribery and is committed to the observance of international and local anti-corruption and bribery laws.

The business partner assures that it does not offer, promise or grant any improper advantages to FraAlliance employees<sup>1</sup> in order to influence their decision-making.

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<sup>1</sup> This term includes both female and male employees and is used for ease of reading.

### **3.3 Antitrust and competition law**

The business partner shall comply with all applicable national and international antitrust laws as well as the laws against unfair competition. Agreements on prices or conditions with competitors are therefore to be refrained from, as are other agreements restricting competition, which include in particular agreements with competitors for the purpose of market or customer sharing.

## **4. Working Conditions**

### **4.1 Occupational safety and health protection**

FraAlliance is committed to preventing accidents and illnesses in the workplace. This serves the wellbeing and satisfaction of employees and at the same time makes a decisive contribution to the success of a company.

We expect our business partner to provide a safe, healthy and hygienic working environment and to take necessary measures to prevent accidents and damage to health that may arise in connection with the activity. In doing so, it must be ensured that occupational safety standards are complied with. To this end, business partners will take appropriate measures and operate systems to identify and prevent potential health hazards from accidents, injuries, and work-related illnesses of their employees.

### **4.2 Working hours**

Working hours must comply with the applicable national laws and regulations or the relevant ILO conventions.

### **4.3 Remuneration**

The Business Partner is obliged to provide their employees involved in the execution of the contract with the benefits applicable to them by law or by collective agreement established by law.

## **5. Human Rights**

### **5.1 Freedom of association and right to collective bargaining**

The Business Partner respects the fundamental right to freedom of association and the right to collective bargaining within the framework of national laws.

In the event that domestic standards restrict the right to organize and bargain collectively, the business partner should work to enable and permit the free and independent association of workers for the purpose of bargaining.

### **5.2 Dealing with child labor**

Any exploitation of children and young people will not be tolerated. Child labor as defined by ILO conventions and national regulations is prohibited.

The age limit for authorized employment is not below compulsory school age and in no case below 15 years of age (or 14 years of age if permitted by national law in accordance with ILO Convention 138). Youth must not be exposed to dangerous, unsafe, or unhealthy situations.

### **5.3 Forced labor**

The supplier shall refrain from any form of forced labor, as well as all forms of forced and compulsory labor and involuntary prison labor that violates human rights.

## 5.4 Disciplinary action

FraAlliance is committed to treating all employees with dignity and respect. Sanctions, fines, other penalties or disciplinary measures may only be taken in accordance with applicable national and international standards and internationally recognized human rights.

The business partner shall take appropriate measures to ensure that no employee is subjected to verbal, psychological, sexual and/or physical violence, coercion or harassment.

## 5.5 Dealing with discrimination

The Business Partner shall refrain from any form of discrimination based on:

- Ethnic, national and social origin
- Race
- Skin color
- Gender
- Age
- Religion and worldview
- Political activity
- Membership in an employee organization
- Disability
- Sexual orientation

or other personal characteristics is made. The respective statutory provisions apply.

## 6. Environment

### 6.1 Environment and climate protection

FraAlliance expects its business partner to observe environmental and climate protection with regard to applicable international standards and legal requirements, to minimize environmental impacts, and to continuously improve environmental and climate protection. This includes the avoidance of emissions and waste as well as steps to increase resource efficiency. To this end, suitable and traceable measures are to be taken and systems operated to ensure protection of the environment and the climate.

## 7. Final Provisions

### 7.1 Implementation

We expect our business partner to comply with the above principles.

FraAlliance recommends using a suitable system (definition and documentation of responsibilities, procedures, objectives and measures) to enable continuous improvement.

FraAlliance expects its business partner to work toward consistent propagation of these standards through the supply chain.

## **7.2 Information and communication**

This Code of Conduct can be viewed any time at [www.fraalliance.de](http://www.fraalliance.de) at “Supplier Code” in the Footer or at <https://fraalliance.de/supplier-code> and can be printed from there. It shall be made available by the Business Partner to the relevant employees.

## **7.3 Monitoring**

The business partners undertake, where appropriate, to have a corresponding review carried out and to support this appropriately.

## **7.4 Sanctions and remedies**

Any material breach of the above obligations will be considered by FraAlliance as a breach of contract by the Business Partner and will be legally evaluated on a case-by-case basis.

If possible, we will give the business partner the opportunity to implement appropriate remedial measures.