



CODE OF CONDUCT

Status: September 01, 2024

Dear employees,

As responsible members of society, we are committed to our values and assume social responsibility.

Openness, transparency and legally compliant and ethically correct behavior are a matter of course for us - both privately and within the company. This code summarizes our basic rules and serves as a guideline for all employees.

We encourage everyone to take responsibility and act independently. Responsible behavior means honesty, reliability, fairness, loyalty and respect. Compliance with these principles is mandatory. Please read this code carefully and implement it in your daily work.

We strive for sustainable economic success and thank you for your important contribution to the successful future of our company.

Frank-Martin Bub
Managing Partner

**MORE THAN JUST
AN EMPLOYER.**

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SCOPE OF APPLICATION AND COMPLIANCE

This Code of Conduct is binding for all divisions of POLLRICH GmbH and forms the basis for further company regulations. It covers all official interests of the company in which our employees are perceived as representatives of the company.

The management and executives have a special role model function with regard to the Code of Conduct.

They are obliged to actively promote and ensure compliance with the defined standards and rules of conduct in their respective areas of responsibility. These managers are also available to employees as the first point of contact if questions arise regarding the Code or expectations of conduct within the company.

If there are any questions or uncertainties regarding the Code, all employees should first contact their direct manager, who can provide support and clarification.

If, for certain reasons, it is not possible or advisable to contact their own manager directly, employees can alternatively contact a specially designated person of trust. This person of trust offers a safe point of contact for queries or for reporting potential violations of the Code.

We would like to expressly encourage all employees to take this offer seriously and to make active use of it if they have any questions or uncertainties regarding the Code of Conduct or if they wish to report possible violations.

Respectful and compliant cooperation can only succeed if everyone contributes to open communication and takes responsibility. Please do not hesitate to contact your manager or the person of trust - your questions and concerns are always welcome and will be treated confidentially.

Our person of trust:



Mr. Harald Hartig

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LIVING PRODUCTIVITY

Unter Living Productivity – gelebter Produktivität – verstehen wir auch eine Führungs- und Unternehmenskultur, die von Effizienz und Produktivität geprägt ist.

Alle von uns erbrachten internen und externen Dienstleistungen haben direkten Einfluss auf die Produktivität unserer Kunden. Die Leistungspakete werden individuell so zusammengestellt, dass sie dem Kunden einen größtmöglichen Mehrwert im Hinblick auf Produktivitätssteigerung bieten. Durch diesen Mehrwert sind wir nicht nur ein gefragter Partner von Kunden, sondern auch ein zuverlässiger Begleiter von Mitarbeiter:innen und Lieferanten.

Our Vision

As a leading global supplier of centrifugal fans, POLLRICH GmbH strives to transform the industrial landscape. Our

vision is to set technological benchmarks, increase energy efficiency and raise ecological standards through innovative solutions. We foster partnerships based on trust and shared success and recognize our responsibility to make a positive impact on the world.

As a company founded on integrity, innovation and social responsibility, we strive to create a future in which POLLRICH GmbH products are synonymous with the highest quality, efficiency and environmental friendliness.

Our Mission

Our challenge is to push technological boundaries through research and development. In partnership relationships, we strive for more innovation while being committed to positive social and environmental impact. We are not only suppliers of centrifugal fans, but also consultants for the optimization of industrial processes and the implementation of future-oriented solutions.

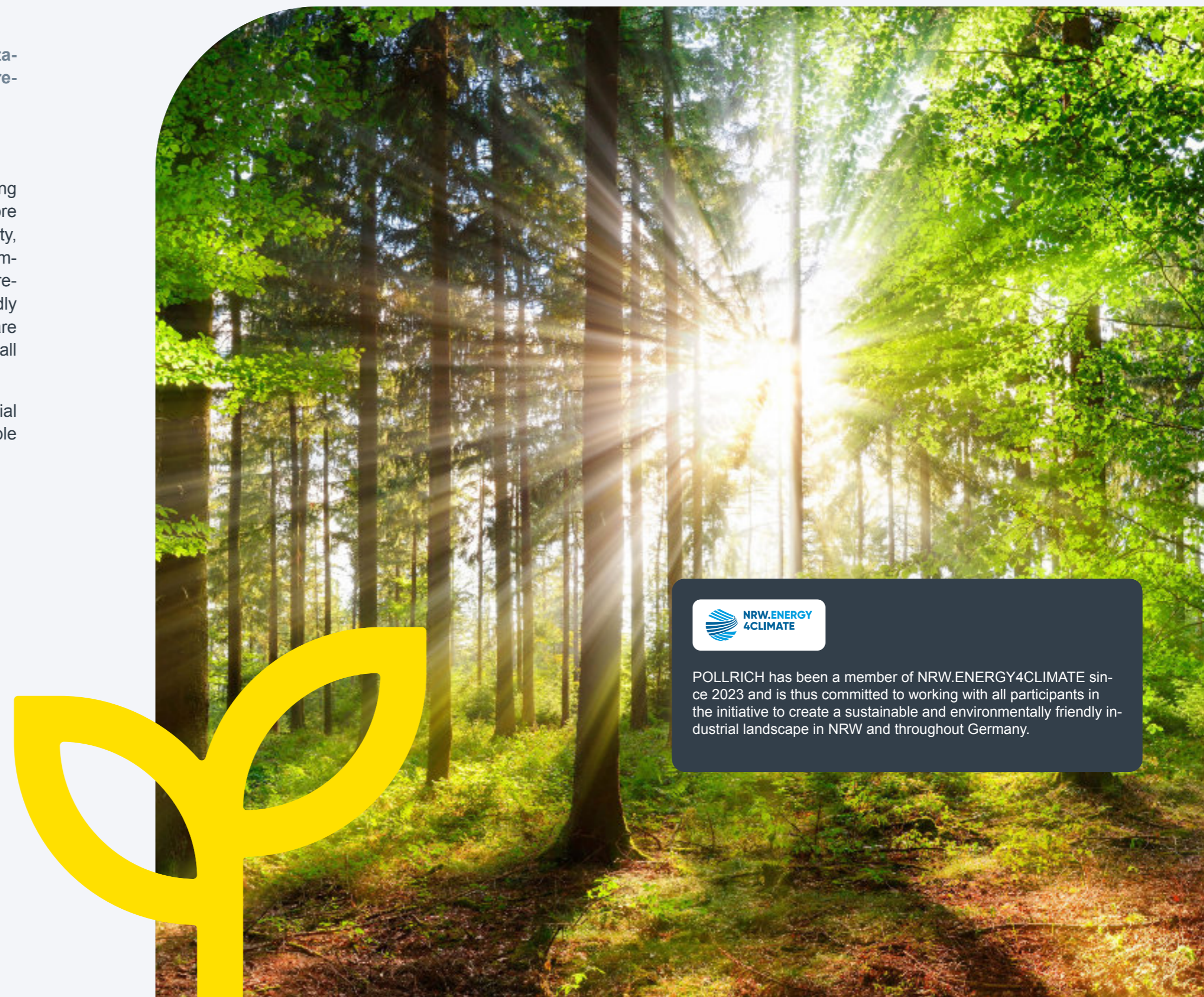
With integrity, innovation and social responsibility, we strive to play a pioneering role in shaping a future in which POLLRICH GmbH stands for the highest quality, efficiency and environmental friendliness. These challenges are our driving force for success and innovation in the industry.

OUR RESPONSIBILITY

POLLRICH accepts the challenge of identifying and taking measures with regard to social and ecological responsibility

We are in a development process and are actively working to create a more inclusive working environment and more sustainable business practices. Our focus is on diversity, equal opportunities and professional development for employees. At the same time, we optimize processes to increase energy efficiency and rely on environmentally friendly technologies. Transparency and open communication are crucial for us to understand expectations in dialog with all parties and to continuously learn.

POLLRICH is determined to move towards greater social and environmental responsibility and to make a sustainable contribution to a better future.



POLLRICH has been a member of NRW.ENERGY4CLIMATE since 2023 and is thus committed to working with all participants in the initiative to create a sustainable and environmentally friendly industrial landscape in NRW and throughout Germany.

VALUES AND ATTITUDE

The values we live by at POLLRICH form the foundation of our company and shape our daily actions. In a constantly changing business environment, integrity, customer focus and innovation are not just buzzwords for us to attract new customers or employees, but convictions that we put into practice.

Courage to act independently

Our employees are encouraged to face and overcome challenges. Decisions must always be made promptly, within the scope of their own competencies and an acceptable level of risk. We demand and encourage goal-oriented, customer-oriented and proactive action from all employees.

Respect for yourself and others

Our employees should treat customers, partners and colleagues with appropriate respect without losing respect for themselves. To this end, they can draw on their own expertise and the expertise available to the company. Trust and loyalty form the foundation of every good working relationship.

High quality despite short deadlines

The success of our company is based on the ability of all employees to generate added value through their mental and physical work. The focus is on speed while maintaining our quality standards. To this end, we promote the development of all employees and open up career prospects.

Important ideas and incentives

We demand and encourage our employees to get involved. That's why we allow ideas and create compromises in order to always find the best possible solution for everyone involved. We are open to new ideas and are constantly developing our services. This is the only way we can all adapt quickly and efficiently to constant change.

Achieving goals together realize

Our employees pull together in the same direction. To ensure that this always happens in the same direction, medium-term goals are set by the management: specific, measurable, achievable, meaningful and scheduled. In this way, the achievement of common goals can be evaluated and new milestones established.

Basis for successful work

To ensure that all employees feel at home with us, the joy of work must not be lost. Psychological pressure can have a major impact on each individual. We therefore demand and promote the ideal balance between team orientation and freedom. We know that if you don't enjoy your work, you can't be productive in the long term.

Responsibility assume

We encourage our employees to only make promises that they can keep. We want our employees to grow in the face of challenges. Accordingly, we must also deal with difficulties openly. This is the only way we can support each other and achieve the best possible result for our customers.

Together and on an equal footing

At POLLRICH, the issue of equality is of the utmost importance. All people with whom we come into contact must be treated equally. No one should be discriminated against because of their gender, origin, appearance, language, home country, background or faith.

At POLLRICH, we focus on creating an employee-friendly environment characterized by openness, cooperation and mutual appreciation. We attach great importance to the well-being of our employees and promote their personal and professional development. Together, we strive not only to produce excellent products, but also to create a positive working environment that increases our commitment and satisfaction. Through teamwork and mutual support, we achieve peak performance and strengthen our position as a leading supplier. Our continued investment in our people is critical to the long-term success of POLLRICH.





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