

CORPORATE POLICY

FCP

**We engineers sustainably increase the quality of life!
This can be realized with creativity, confidence in
each other and solid technical know-how.**

PRINCIPLES

We assume responsibility and maintain high standards in accordance with our corporate policies.

Quality_ We perform high-quality engineering services based on the needs of our clients and maintain long-term relations with them.

Experience and Know-how_ With long-time experience and interdisciplinary know-how we jointly work at improving the quality of life of all of us.

Work and Health Protection_ We create a safe and healthy work environment for our employees by preventive measures and continuous trainings.

Integrated Management System (IMS)_ IMS combines all certification-relevant management processes, promotes continuous improvements and ensures that all employees have access to the relevant documents.

Ethics and Compliance_ Our corporate action is based on integrity and compliance with all relevant national and international laws as well as trade-specific codes and standards.

Innovation_ We promote a culture where innovative solutions contribute to the shaping of tomorrow's challenges.

Data Protection_ Sensitive data are treated highly carefully, and confidentiality is maintained in all respects according to the legal specifications.



DIGITAL ENGINEERING

We shape and live our digital future together.

Digital Transformation_ Modern technologies are a fixed part of our strategy. They enable process optimization, increase efficiency and quality and promote the cooperation with our partners.

Technological Development_ We invest in trendsetting technologies to maximize precision and sustainability in our projects and to continuously expand the digital infrastructure.

Agility and Adaptability_ Thanks to the specific application of modern methods and tools we flexibly react to changes and ensure our sustainability.



HUMAN RESOURCES

We concentrate our expertise, give direction and support.

Humans_ Our employees are in the centre of the corporate culture, we jointly shape our environment characterized by commitment, responsibility, inclusiveness and diversity.

Excellence and Teamwork_ Technical expertise is the basis of our work. By channelling our know-how and the cooperation in the team, we show our strengths and jointly reach outstanding results.

Responsibility and Personal Initiative_ We promote a culture where employees take over responsibility, are actively involved in developments and create solutions independently. Thus, we strengthen trust, motivation and the common effectiveness in the company.

Well-being and Health_ We promote the mental and physical well-being of our employees by healthy work practices and support of the work-life-balance.

Further Development_ We invest in education and further training to encourage and ensure the professional and personal development of our employees in the long run.

Confidence and Stability_ We create an environment characterized by safety and continuous progress. In this process we rely on stable performance and processes which ensure long-term success.



CLIMATE PROTECTION & SUSTAINABILITY

We link climate protection and sustainability with attitude and implementation.

Responsibility_ We assume the responsibility for nature, the environment, culture and society in our daily work and rely on sustainable, resource-efficient design.

Environment_ We are committed to the protection of the environment and the climate and rely on the minimization of our environmental impacts.

Sustainable Innovations_ We develop and promote innovative concepts and solutions both meeting the challenges of climate change and being economically successful.

KliNa@-Initiative_ With our KliNa@-services we offer comprehensive consultation and develop practical concepts to actively support climate protection together with our clients and partners and pushing on sustainable shaping of the future

The corporate policy is the basis for the strategic orientation of FCP and promotes a culture characterized by a united vision and the orientation towards common values. In accordance with this the management plans its activities based on the principles defined in the documented Integrated Management System (IMS), is aware of its responsibility for the implementation of the IMS in the respective areas and makes sure that the incorporated guidelines are observed by all the employees of the company

IDEAS COME TRUE

AUGUST 2025