

Our Fenix Way to Ethics and Compliance

ATTENTION! This webpage is hosted on EthicsPoint's secure servers and is not part of the Fenix Outdoor website or intranet.

Compliance in our view means the adherence to legal requirements, ethical standards and internal rules. Fenix Outdoor International has a tradition to attain the highest level of business ethics and thus “compliance” is part of it and is deeply rooted in our corporate DNA. Since legal requirements and demands are at the rise and our company is increasingly becoming global, we have decided to gradually develop and develop our corporate compliance program. This program is integrated into [The Fenix Way](#) and maps out what we want and what we do not accept. The compliance program itself is described in the Compliance Guideline.

We believe and are committed to an environment where open honest communication is happening. The goal is that all our employees feel safe and comfortable approaching management in instances where you believe violations of policies or standards have occurred.

In situations where you prefer to place an anonymous report in confidence, you are encouraged to use this hotline, hosted by a third party hotline provider, EthicsPoint. You are encouraged to submit reports relating to violations stated in our [Code of Conduct](#), as well as asking for guidance related to policies and procedure and providing positive suggestions and stories. Please be aware that the information you supply about yourself, your colleagues, or any aspect of the company's operations may result in decisions that affect others. Therefore, we ask that you only provide information that you believe is true. You will not be subject to retaliation from your organization for any report of a suspected violation that is made in good faith, even if it later turns out to be factually incorrect. Please be aware, however, that knowingly providing false or misleading information will not be tolerated. The information you submit will be treated confidentially except in cases where this is not possible because of legal requirements or in order to conduct an investigation, in which case the information will be handled sensitively. We encourage you to identify yourself in order for us to follow up with questions we may have.

The information you provide will be sent to us by EthicsPoint on a totally confidential and anonymous basis if you should choose. You have our guarantee that your comments will be heard.

See the [EthicsPoint FAQs](#) for more information.