

FBM - CODE OF CONDUCT



**Trust is the foundation of our work, the basis of our action -
This is not negotiable!**

We have formulated this **Code of Conduct** for all of us to clarify our values, our principles and our communication. All members of FBM act in accordance with this Code of Conduct and thus pursue the highest standards of professional and ethical behavior.
All actions must always be carried out in the best interests of the company and its employees.

WHAT WE STAND FOR

Integrity and objectivity

In keeping with the "presumption of innocence", we guarantee that all matters brought to our attention will be handled without prejudice.

Data protection

Discretion in dealing with information about the case and the parties involved is indispensable for a trustworthy working relationship and is guaranteed by all members of FBM.

Protection of involved parties

The physical and psychological protection of all parties involved, will be the goal for every and all case management.

Compliance with local and national laws

All actions and measures that we initiate or take are always carried out in accordance with national and international legislation, guidelines and regulations.

Impartiality

We are responsible for ensuring that employees are neither perpetrators nor victims.

Sustainability

In all actions taken to successfully neutralize the threat, sustainable solutions must be considered and taken.

Cooperation

All involved parties contribute to the success and achievement of the best possible outcome. In this context, the exchange, interdisciplinary cooperation and the pooling of all necessary expertise are of central importance.

Decision-making principle

When possible, the four-eyes-principle is applied, i.e. single analyses are combined, discussed and lead to a final comprehensive analysis.

Methodical-structured case analysis

The use of established and proven methods is a matter of course.

Further development

We constantly developing our methods, our tools as well as our network, in order to stay up to date.