

Compliance - Conformity

Freiberger Compound Materials GmbH (FCM), founded in 1995, builds on the rich tradition of the semiconductor industry in Freiberg and emphasizes a culture of mutual respect and collaboration among its workforce. FCM's principles of cooperation are the cornerstone of its corporate culture, with the goal of driving the company's future success through dedication and strong teamwork. By applying these principles consistently and responsibly, our management and employees lay the foundation for sustained long-term success.

At FCM, every employee is treated with equal respect. We promote diversity within the company, ensuring that no employee or applicant is discriminated against, harassed, or disadvantaged on the basis of ethnicity, origin, gender, religion, age, disability, or sexual orientation.

The health and safety of our employees is a top priority. FCM has established a dedicated safety officer role with clearly defined responsibilities to ensure workplace safety. Our comprehensive approach includes detailed safety guidelines, emergency plans, and ongoing training programs to maintain a healthy and secure working environment.

All company regulations regarding working hours, absences, and holidays comply with German labor laws. Additionally, we have established company agreements, jointly adopted with employee representatives, that address internal issues and exceed statutory minimum standards.

FCM acts in accordance with the European General Data Protection Regulation (GDPR) and has implemented internal security, document, and data protection policies. These policies ensure the protection and proper handling of both employee and business partner data. Furthermore, they govern the use of internal IT systems, balancing the personal rights of employees with the legitimate interests of the employer in data usage.

In line with these principles, FCM is committed to meeting all ethical and social standards and will continue to develop its compliance system further in order to keep pace with evolving requirements that govern our industry



Dr. Michael Harz
CEO