

Code of Conduct for Suppliers

This Code of Conduct lays down the principles and requirements that the Pfleiderer Group (hereinafter referred to as Pfleiderer) demands from their suppliers as part of the Pfleiderer compliance programme. We reserve the right to modify the Code of Conduct in case of any changes in the legal and practical requirements.

The Supplier hereby agrees:

- **To adhere to all applicable laws**
 - To adhere to all applicable rules and regulations.

- **To not engage in any corruption and bribery**
 - To not tolerate or engage in any kind of corruption or bribery whatsoever, including any kind of unlawful payment offers or similar benefits to government officials / decision-makers intended to influence any decisions.

- **To respect their employees' human rights**
 - To promote equal opportunities for and treatment of all employees, regardless of ethnic origin, race, nationality, social background, disabilities, sexual orientation, political or religious beliefs, gender or age.
 - To respect the human dignity, privacy and personal rights of each individual.
 - To not rely on any forced labour or have employees work against their will;
 - To not tolerate any unacceptable treatment of employees such as mental cruelty, sexual and personal harassment or discrimination;
 - To provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - To comply with the maximum number of working hours laid down in the locally applicable laws;
 - To recognise, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions.

- **To observe the laws on child labour**
 - Not to employ workers under the minimum age of 15. In countries subject to the developing country exception of the ILO Convention 138, the minimum age may be reduced to 14.

- **To take responsibility for the health and safety of its employees**
 - To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
 - To provide appropriate occupational health and safety training for employees.



- **To act in accordance with the applicable statutory and international standards regarding environmental protection**
 - o To observe the statutory and international standards;
 - o To minimise environmental pollution and make continuous improvements in environmental protection.

- **To implement these values in their own delivery chain.**
 - o To promote compliance with the Pfleiderer code of conduct among suppliers in the best way possible.

Declaration by the Supplier

We hereby declare:

1. That we have received the Pfleiderer Code of Conduct for Suppliers and that we hereby undertake to observe the values and requirements defined in this Code of Conduct in addition to our commitments arising out of contracts with the Pfleiderer Group.

2. We agree that this declaration is subject to the law of the Federal Republic of Germany.

Place, date

Signature (name, position), company stamp

This document must be signed by a duly authorised representative of the company within 14 business days after receipt.