

Code of Conduct

PFENNIG Reinigungstechnik GmbH and PFENNIG Reinigungstechnik AG



The Home of Clean

Laws & Regulations

We fulfil our corporate responsibility in all business activities.

We commit to complying with all applicable laws and other relevant regulations in the countries where we operate when conducting business activities and making decisions.



Corruption & Bribery

When dealing with business partners (customers, suppliers) and government institutions, the company's interests and the private interests of employees must be strictly separated.

Actions and (purchase) decisions must be made free from extraneous considerations and personal interests. The applicable anti-corruption laws must be observed.

Applicable Documents: Anti-Corruption Policy



Fair Competition

We respect fair competition. Therefore, we comply with applicable laws that protect and promote competition, particularly antitrust laws and other regulations governing competition.

In dealing with competitors, these regulations specifically prohibit agreements and other activities that influence prices or conditions, allocate sales territories or customers, or unlawfully restrict free and open competition.

Furthermore, these regulations prohibit agreements between customers and suppliers that restrict the customers' freedom to set their resale prices and other conditions autonomously.



Environmental Protection

We understand sustainability as the integration of environmental, social and governance (ESG) aspects into our business activities. We are committed to sustainable environmental protection for present and future generations. We comply with environmental protection laws, use resources sparingly, and minimize our impact on the environment. We actively support environmentally conscious actions.

Applicable Documents: Environmental Policy



Human Rights, Equal Opportunity, Diversity & Discrimination

We respect and support compliance with internationally recognized human rights.

We are committed to counteracting all forms of discrimination within the framework of applicable rights and laws.

This applies especially to the disadvantage of employees and colleagues based on gender, race, disability, ethnic or cultural origin, religion or belief, age, or sexual orientation.

We respect diversity.

We identify and assess human rights risks within our business activities and supply chain and take appropriate measures to prevent, mitigate and remedy adverse impacts.

Applicable Documents: Guidelines for Labor and Human Rights



Child Labor, Forced Labor & Human Trafficking

We reject all forms of forced labor and human trafficking.

We comply with the United Nations internationally recognized human rights standards.

We commit to adhering to the Convention on the Minimum Age for Admission to Employment (ILO Convention No. 138) and the Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (ILO Convention No. 182).

If national regulations on child labor impose stricter standards, we prioritize compliance with them.

Applicable Documents: Guidelines for Labor and Human Rights



Harassment & Abuse

We do not tolerate any behaviour (gestures, language, or physical contact) that could be perceived as sexual, threatening, abusive, or exploitative.



Trade Secrets

We require our employees to respect operational and business secrets. Confidential information must not be disclosed to third parties or made accessible in any way unless authorization has been granted or the information is publicly available.

Applicable Documents: Information Security Policy, Communications Policy



Health Protection & Fair Working Conditions

We ensure occupational safety and health protection in the workplace within the framework of national regulations.

We support continuous improvement in the work environment.

We respect the right to freedom of association and working hours within the framework of applicable rights and laws.

Applicable Documents: Guidelines for Labor and Human Rights





Business Partners

We communicate our applicable conduct guidelines (Code of Conduct) to our suppliers, customers, and service providers.

We also require our business partners to adhere to these guidelines.

We expect our business partners to comply with these principles and reserve the right to verify their implementation on a risk-based basis. Violations may lead to appropriate consequences, including termination of the business relationship.

Applicable Documents: Supplier Policy – Anti-Corruption Policy

Whistleblowing System

Employees and external stakeholders are encouraged to report violations of this Code of Conduct or applicable laws through designated reporting channels. All reports are treated confidentially. We do not tolerate any retaliation against individuals who report concerns in good faith.

Applicable Documents: Whistleblowing Policy

