

# Code of Conduct

PFENNIG Reinigungstechnik GmbH and PFENNIG Reinigungstechnik AG



**The Home of Clean**

### **Laws & Regulations**

We fulfill 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 on both sides.

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

[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 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.

[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.



[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 regulations on human and children's rights. 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.



[Guidelines for Labor and Human Rights](#)

### **Harassment & Abuse**

We do not tolerate any behavior (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.



### **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.

[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.

[Supplier Policy – Anti-Corruption Policy](#)

