

This Code of Conduct defines PFARR's principles and requirements for its suppliers of goods and services regarding their responsibility for people and the environment. PFARR reserves the right to make appropriate changes to this Code of Conduct in response to requirements arising from external influences and internal policies. In order to ensure continuous responsible operation within our supply chain, our suppliers are regularly asked to reaffirm their respect for and compliance with our principles. PFARR predominantly sources materials from suppliers who confirm that the materials come from conflict-free sources.

The supplier declares herewith:

Compliance with the law:

- comply with the laws of the applicable legal system(s).

Prohibit of corruption and bribery:

- not to tolerate or engage in any form of corruption or bribery, including any unlawful offer of payment or similar benefits to government officials to influence decision-making.

Respect for basic right of employees:

- To promote the equal chances and equal treatment of the employees disregard of skin colors, nationalities, social background, any handicaps, sexual orientation, political or religious beliefs as well as sexes or ages.
- To respect personal dignity, privacy, personal rights of every individual.
- Not to employ or force anybody to work against their will.
- Not to tolerate any unacceptable treatment of workers, such as such as psychological hardship, sexual and personal harassment or discrimination.
- Not to tolerate any behavior (including gestures, language and physical contact), that is sexual, coercive, threatening, abusive or exploitative.
- To ensure adequate remuneration and guarantee a national minimum payment laid down by law.
- To comply with the maximum working hours laid down by law in the country concerned.
- As long as it is legally permissible, to recognize the freedom of association of workers and neither to prefer nor discriminate against members of workers' organizations or trade unions.

Prohibition of child labor:

- Not to recruit and employ children. In this context, child means any person under the age of 15, unless national or regional law lays down a higher compulsory school leaving age or minimum age of employability. In countries covered by the exception for developing countries under ILO Convention 138, the minimum age may be reduced in accordance with that Convention.

Erstellt:	Geprüft:	Freigegeben:	Dokumentenname:
am: 27.04.2022 von: Katja Henkel	am: 31.08.2022 von: Frank Bergmann	am: 31.08.2022 von: Julia Pfarr	FM-Code of Conduct-Lieferanten-Englisch

Health and safety of employees:

- To take responsibility for health and safety towards its employees.
- To contain risks and take the best possible precautions against accidents and to prevent occupational diseases.
- To provide training and ensure that all employees are competent in occupational safety training.

Environmental protection:

- To pay attention to the environment protection regarding the legal and international standards.
- To minimize environmental pollution and continuously improve environmental protection.
- To introduce or apply an environmental management system according to ISO 14001 or an equivalent system.

Confidential information and data protection:

- PFARR requires that all confidential information be treated as such accordingly.
- Personal data must be handled in accordance with the currently valid Basic Data Protection Regulation.

Supply chain:

- To promote compliance with the contents of the Code of Conduct among its suppliers in the best possible way.
- To comply with the principles of non-discrimination in the selection of suppliers and in its dealings with suppliers.

The supplier confirms the fulfillment of the principles and requirements of this Code of Conduct.

Place, Date

Signature

Name (in block letters), function, company stamp

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