

2024



**PFAFF**  
INTERNATIONAL

**Code of Conduct**

# SOCIAL RESPONSIBILITY



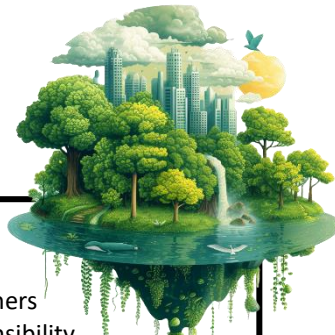
## Human rights

Suppliers and business partners of Pfaff International and protect the globally applicable Directives on the Protection of Human Rights rights as fundamental and universal valid requirements. This also includes: that suppliers and business partner of Pfaff International, neither forced labour or child labour. put. The suppliers and business partners take into account the principles set out in the ILO Convention 138 provisions on the legal minimum age for the employment of children.



## Equal opportunities and Discrimination

Suppliers and business partners of Pfaff International discriminate against no one on the basis of ethnic or national affiliation, race, gender, religion, ideology, Age, disability, sexual orientation or any other legally protected right characteristics, insofar as this is not mandatory contrary to the law.



## Environmental and climate protection

Suppliers and business partners of Pfaff International Responsibility with regard to the environmental protection and comply with all legal requirements relating to the environment and Sustainability. They used natural Saving and minimizing resources environmental impacts in your production processes and products. They provide contribute to the reduction of the energy consumption and CO2 Emissions.



## Safety

Suppliers and business partners of Pfaff International note all applicable product safety regulations and requirements in particular the statutory provisions of the requirements relating to safety, identification, drawing, packaging of products, as well as the use of hazardous substances and materials.

## Safety in the workplace

Suppliers and business partners of Pfaff International comply with the applicable legal regulations Occupational safety and health requirements. They support further development and improvement of the labour marketconditions.



## Minimum wage

Suppliers and business partners of Pfaff International ensure that fair remuneration for your Colleague. In doing so, they orient themselves at least to the minimum wages guaranteed by law or collective bargaining agreements and to the respective labour market.



## TRANSPARENT BUSINESS RELATION

Openness and transparency are the key to Keys to credibility and Confidence in business transactions. Pfaff International expects from Suppliers and business partners In particular, compliance with the following Basic principles:

### Avoidance of conflicts of interest

Suppliers and business partners of Pfaff International meet your decisions are based solely on based on objective criteria and cannot be influenced by personal interests and relationships.



### Prohibition of corruption

Suppliers and business partners of Pfaff International do not tolerate any Corruption. They shall ensure that their employees, subcontractors or Representatives do not take bribes, Kickbacks, inadmissible donations or other improper payments or advantages over third parties grant, offer or benefit from these accept. This also applies to so-called „Faciliation Payments“ (e.g. unlawful payments of Acceleration of routine administrative matters. In the case of the S&P



### Gifts, hospitality and Invitations

Suppliers and business partners Pfaff International's employees or third parties directly or indirectly inadmissible. measured benefits in the form of gifts, hospitality or Invitations to inadmissible influence.



### Consultants and intermediaries

Suppliers and business partners of Pfaff International only use consultants or intermediaries in accordance with applicable laws. In particular, they shall ensure that the remuneration paid to the consultants or intermediaries is only paid for the consultancy and brokerage services actually provided and that the remuneration is proportionate to the service provided.

### State as a customer and Dealing with authorities

Suppliers and business partners Pfaff International comply with strict legal requirements when dealing with governments, authorities and public institutions. When participating in public tenders, they observe the respective legal requirements and the rules of free and fair competition.



## FAIR MARKET BEHAVIOUR

Pfaff International is a fair and responsible market participant and adheres to contractual obligations. Pfaff International expects the same from its suppliers and business partners, in particular adherence to the following basic principles:



### Free competition

Suppliers and business partners of Pfaff International comply with applicable antitrust laws. In particular, they do not enter into anti-competitive agreements with competitors, suppliers or customers and do not abuse any dominant market position that may exist.



### Export Controls

Suppliers and business partners of Pfaff International ensure compliance with all applicable laws for the import and export of goods, services and information.

### Money laundering

Suppliers and business partners from Pfaff International only maintain business relationships with those business partners whose integrity they are convinced of. They ensure that the applicable legal provisions against money laundering are not violated.





## PROTECTION OF DATA, TRADE SECRETS AND BUSINESS ASSETS

Confidential data, trade secrets and business assets must be protected. In particular, Pfaff International expects its suppliers and business partners to adhere to the following basic principles:



### Privacy

Suppliers and business partners of Pfaff International comply with all applicable laws for the protection of personal data of employees, customers, suppliers and other data subjects.

### Protection of trade and trade secrets

Suppliers and business partners of Pfaff International respect the know-how, trade and business secrets of Pfaff International and third parties. You will not disclose such information to any third party without the prior express written consent of Pfaff International or in any other improper manner.



### Security in the international supply chain

Suppliers and business partners of Pfaff International must ensure that the operating sites and transshipment points where the goods destined for Pfaff International are produced, stored, loaded or processed, loaded and transported are protected against unauthorized access by third parties within the framework of a secure supply chain and that the personnel deployed are reliable.



### Business Information

Suppliers and business partners of Pfaff International publishes business data and reports on its business activities truthfully and in accordance with applicable laws.