



# SUPPLIER CODE OF CONDUCT

Stand: 08.01.2025



**CHRISTIAN  
PFEIFFER**

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## Compliance with laws

Our suppliers agree to comply with all applicable national laws, international regulations, rules and environmental requirements. This includes compliance with export-related regulations and appropriate export controls (compliance with and consideration of embargoes, etc.).

## Safety and Security

Our suppliers provide a safe working environment for their employees. Our suppliers provide training for their employees on health and safety, sick and injury reporting, and machinery safety, employees have access to safe facilities and first aid in the event of an accident.

## Working Standards

### Human rights

Our suppliers accept and respect international human rights and are committed to complying with the UN Human Rights Charter.

### Child and forced labour

For our suppliers it is strictly prohibited using any form of forced labor, child labor and involuntary labor as well as any form of exploitation, inhuman or degrading treatment or trafficking in human beings. Suppliers agree to comply with all applicable laws relating to the recruitment of employees, wages, working conditions, working hours, working conditions and overtime.

In particular, our suppliers agree not to employ children. Our suppliers shall ensure that its own suppliers do not employ children. Children are all persons under the age of 15. In exceptional cases, children over the age of 14 may be employed if the legislation of the country of production permits this.

### Labour law and salary

Our suppliers agree to set working hours in accordance with all applicable laws. Local regulations and laws on rest and working hours must be complied with. Our suppliers also agree to pay their employees in accordance with national minimum wage legislation.

### Discrimination and harassment

Our suppliers are expected to provide equal opportunities, not to discriminate in any way (recruitment, pay, promotion, training and development) and not to tolerate any form of harassment. In addition, our suppliers are expected to treat all their employees with respect and dignity and to respect the cultural and individual diversity of their employees.

### Humane treatment

We expect our suppliers to commit to treating their employees with respect. Punishment, other forms of physical or psychological coercion, sexual harassment, sexual abuse or the threat of such treatment must be avoided and are strictly prohibited for our suppliers.

## Environment

Respect for the environment and sustainability are among our core values. We are committed to providing our customers sustainable and innovative products. Our suppliers are therefore required to comply with all applicable national environmental laws and regulations. In addition, we expect our suppliers to ensure that they operate in an environmentally responsible manner, use environmentally friendly technologies, conserve natural resources and motivate their employees to act in an environmentally responsible manner.

From 2025, we expect our suppliers to provide us with the carbon footprint of the products we purchase, using the CBAM method for non-EU suppliers and the GHG Protocol or ISO 14067 for EU suppliers. This requirement will also apply to products purchased from 2nd tier suppliers who will also be required to provide this data.

## Ethical Behavior

### Corruption and bribery

We expect from our suppliers not to engage in or permit any form of corruption, extortion, embezzlement or white-collar criminal behaviour. Our suppliers do not demand gifts, personal services or favours from business partners and do not offer them gifts, bribes or other unlawful inducements.

### Fair competition

Our suppliers agree to comply with all applicable fair competition laws. This is to ensure fair and open competition. We do not tolerate collusion (e.g. on prices, markets or customer segments) or other unfair business practices by our suppliers.

### Raising concerns

We expect from our suppliers to enable their employees to report concerns or possible unlawful activities in the workplace. Reports should be kept confidential. Employees who report such concerns should not fear harassment or retaliation. It is expected that reported incidents will be investigated.

### Critical raw materials

Suppliers may be asked to provide information on the country of origin of raw materials so that the origin and chain of custody of the raw materials can be verified.

### Continuous improvement

We expect our partners to continuously improve their sustainability and quality performance through appropriate measures.

## Financial Responsibility

We expect from our suppliers to maintain transparent financial, accounting and business records. These records must be complete and accurate, reflect all transactions and dealings, and comply with applicable laws, accounting principles and fair business practices.

## Enforcement and Monitoring

Violations of the rules of conduct set out in this Code of Conduct can result in a variety of consequences and sanctions and cause us lasting harm. In addition, violations of this Code of Conduct are contrary to our values and ethical standards.

We will therefore take action and impose appropriate sanctions in the event of a breach of this Code of Conduct. This includes the possibility of terminating business relationships for cause, reporting criminal conduct to the appropriate authorities and requiring action to correct the misconduct. If these measures are not implemented, existing contracts may be cancelled, and the award of future contracts may be suspended.

Compliance Department  
[compliance@christianpfeiffer.com](mailto:compliance@christianpfeiffer.com)

We confirm that we have received and read this Supplier Code of Conduct and are committed to complying with the principles standardized therein.

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Location

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Date

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Signature