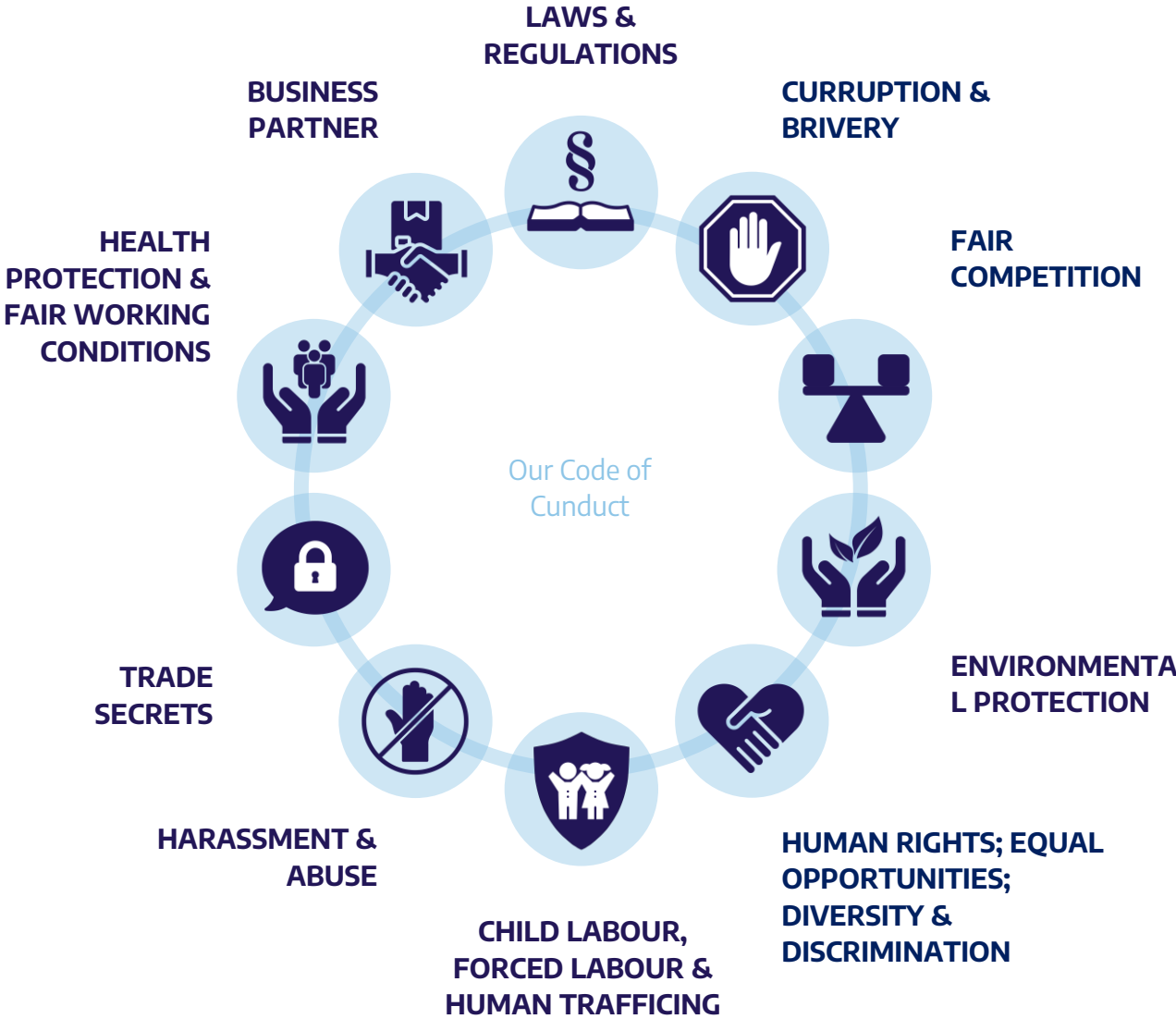


Our Code of Conduct

PFENNIG Reinigungstechnik GmbH und PFENNIG Reinigungstechnik AG



The Home of Clean

LAWS & REGULATIONS

In all our business activities, we live up to our social responsibility in all our business activities. We undertake to comply with the relevant laws and business actions and decisions in accordance with applicable laws and other relevant regulations applicable laws and other relevant regulations in the countries in which we operate, countries in which we operate.



CORRUPTION & BRIBERY

In dealing with business partners (customers, suppliers) and state institutions, the interests of the interests of the company and the private interests of interests of employees on both sides are strictly separated from each other. Actions and (purchasing) decisions are made free of extraneous considerations and personal interests. The applicable criminal law on corruption must be observed.



FAIR COMPETITION

We respect fair competition. We therefore comply with applicable laws that protect and promote competition, in particular the applicable antitrust laws and other laws regulating competition. In dealing with competitors these regulations prohibit in particular collusion and other activities that influence prices or conditions, allocate sales territories or customers sales territories or customers, or which competition in an impermissible manner. Furthermore, these regulations prohibit agreements between customers and suppliers that restrict the freedom of customers to freedom to determine their prices and other conditions for determine their prices and other conditions for resale autonomously (price and determination of conditions)



ENVIRONMENTAL PROTECTION

We are committed to the goal of protecting the for present and future generations. committed. We observe the laws that have been protection of the environment. We use resources resources sparingly and keep our impact on the impact on the environment. We actively support environmentally conscious actions.



HUMAN RIGHTS; EQUAL OPPORTUNITIES; DIVERSITY & DISCRIMINATION

We respect and support the observance of internationally recognised human rights. We commit ourselves, within the framework of the and laws in force, we are committed to opposing all forms of discrimination. This refers discrimination of employees and colleagues on the basis of employees and colleagues on the grounds of discrimination on the grounds of gender, race, disability, ethnic or cultural origin, religion or world view, age or sexual orientation. We respect diversity



CHILD LABOUR, FORCED LABOUR & HUMAN TRAFFICKING

We reject all forms of forced labour and human trafficking. We observe the regulations of the United Nations on human and children's rights. In particular, we commit ourselves to, the Convention on the Minimum Age for Admission to admission to employment (Convention 138 of the International Labour Organisation) and the Convention on the Prohibition and immediate action for the elimination of the worst forms of child labour (Convention 182 of the International Labour Organisation). If a national regulations concerning child labour stricter standards, we shall comply with them as a matter of as a matter of priority



HARASSMENT & ABUSE

We do not tolerate any behaviour (gestures, language or physical contact) that is considered sexual, threatening, abusive or exploitative.



TRADE SECRETS

We oblige our employees to respect company and trade secrets. Confidential information may not be disclosed to third parties without third parties or made accessible in any other made accessible in any other way, unless authority has been granted for this purpose or the information is in the publicly accessible information.



HEALTH PROTECTION & FAIR WORKING CONDITIONS

We guarantee occupational safety and health protection at the workplace within the national regulations. We support a continuous development to improve the working environment. We respect the right of freedom of association and the working hours of our employees within the framework of the applicable rights and laws.



BUSINESS PARTNER

We communicate to our suppliers, customers and service providers our applicable Code of Conduct to our suppliers, customers and service providers and we require our business partners to follow these to follow this Code of Conduct as well.

