

Statement on Modern Slavery

This annual statement is made pursuant to the requirement under section 54 of the UK Modern Slavery Act 2015. It details the steps that Pepperl+Fuchs Group, including Pepperl+Fuchs GB Ltd., has taken and is taking to ensure that modern slavery or human trafficking is not taking place within our business or supply chain, referring to the financial year ending December 31, 2024. The management board of Pepperl+Fuchs Group has been given approval.

1. Organisation structure and supply chains

Pepperl+Fuchs is a globally operating group of companies in the automation industry. The foundation of our business model is the development and production of products for electronic explosion protection and industrial sensors. Our company operates within two primary industries: automation and electrical engineering. We specialize in sensors for factory automation, explosion protection solutions, and components for process automation. Our commitment to technological innovation is inextricably linked to our responsibility to create a sustainable future. We are committed to protecting human rights as our moral obligation and our responsibility to future generations.

Pepperl+Fuchs is subject to the German Due Diligence in Supply Chains Act. This legislation imposes comprehensive obligations on companies, mandating that they take measures to ensure that specific human rights standards are adhered to in their operations and those of their suppliers. These standards encompass the prohibition of slavery and forced labour, the prohibition of child labour, labour rights violations, and environment-related rights violations. Pepperl+Fuchs is committed to complying with these standards and has established a comprehensive human rights risk analysis process. This process involves evaluating potential risks related to the company's own operations and those of its affiliates. This process includes implementing preventive measures to avoid human rights violations and addressing any identified concerns. The company regularly monitors the results of these processes and makes adjustments as needed.

2. Policies in relation to slavery and human trafficking

Pepperl+Fuchs operates in accordance with the fundamental principles stated in the Code of Conduct to ensure a common basis when operating in wide and diverse supply chains. As an internationally active company, we are committed to complying with relevant legal requirements and upholding ethical and socially responsible

Pepperl+Fuchs SE

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corporate governance principles. We are committed to the Code of Conduct of the German Electro and Digital Industry Association (ZVEI) and have adopted the principles contained therein unchanged in our Code of Conduct. The Code of Conduct applicable to the Pepperl+Fuchs Group is based on the following international standards: Universal Declaration of Human Rights of the United Nations, The OECD Guidelines for Multinational Enterprises, the core labour standards of the International Labour Organization (ILO), and the UN Guiding Principles on Business and Human Rights. Pepperl+Fuchs is therefore committed to the international human rights standards and does not tolerate violations.

In alignment with these principles, our Supplier Code of Conduct establishes requirements for our business partners. Accordingly, Pepperl+Fuchs expects its business partners to also commit to these principles and ensure compliance with the principles of conduct described below.

In addition to this, a policy statement on human rights has been developed to manage the material impact on the company's own workforce and the associated risks and opportunities. This document is available to all interested parties both internally and externally via the company website. The Management Board of Pepperl+Fuchs SE is responsible for the implementation of and compliance with this policy statement.

3. Due diligence processes, risk assessment and management

To ensure the protection of human rights, we conduct a human rights due diligence process based on a risk-based approach. This approach is mandated by the UN Guiding Principles on Business and Human Rights and the German Due Diligence in Supply Chains Act. This process aims to identify abstract human rights impacts, to prevent them, and to mitigate risks. The Human Rights Officer of Pepperl+Fuchs Group oversees the continuous evaluation and enhancement of these processes.

A key element of the assessment is the annual risk analysis regarding human rights for both locations. The analysis is conducted annually to identify suitable measures. This analysis evaluates the risk of human rights violations, labour law violations (including topics such as occupational health and safety), and environmental violations at the supplier level. The country risks are based on external sources.

In instances where abstract risks related to human rights, labour rights, or the environment have been identified at the supplier level and a threshold value has been exceeded through risk prioritization, the supplier will be sent a specific questionnaire to determine the actual risk. The supplier will also be asked about the management systems or the certifications they have in place. The supplier's responses are then evaluated centrally.

Furthermore, Pepperl+Fuchs offers multiple avenues for reporting potential violations. These channels and mechanisms for reporting violations are available to employees at Pepperl+Fuchs and workers in the value chain.

4. Key performance indicators to measure effectiveness of being taken

The Pepperl+Fuchs global compliance team, in collaboration with the human rights officer, assesses the efficacy of our human rights due diligence processes. Additionally, our global Speak Up channel allows for anonymous reporting of incidents of modern slavery and related issues. As of the date of this statement, we have no identified instances of modern slavery.

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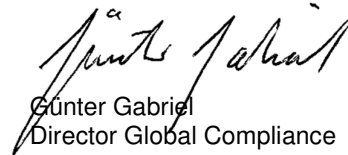
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5. Training on modern slavery and trafficking

We will continue to raise awareness of modern slavery in our supply chain and introduce the topic to more employees involved. All global supervisors are mandatory trainees of the Pepperl+Fuchs Code of Conduct, which includes modules on critical issues such as forced labour and modern slavery.



Dr. Gunther Kegel
CEO



Günter Gabriel
Director Global Compliance

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