

Supplier Code of Conduct

Your automation, our passion.

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1. Introduction

As an internationally active company, responsibility for compliance with the relevant legal requirements and ethical and socially responsible corporate governance form the foundation of our business activities. We are consciously committed to the Code of Conduct of the German Electro and Digital Industry Association (ZVEI) and have therefore adopted their original statements in our Code of Conduct. Accordingly, Pepperl+Fuchs expects its business partners to commit to these principles as well.

2. General commitment

We expect our business partners to act in accordance with the applicable laws and other legal provisions in every country in which they operate. Should the legal requirements or other regulations in individual countries in which the business partner is active deviate from the principles defined in this Code of Conduct, the stricter requirements in each case must be complied with.

Pepperl+Fuchs is guided by ethical values and principles, in particular integrity and respect for human dignity, as described in the *United Nations Universal Declaration of Human Rights*¹, the *OECD Guidelines for Multinational Enterprises*², the *Core Labor Standards of the International Labor Organization (ILO)*³, and the *United Nations Guiding Principles on Business and Human Rights*⁴. We expect you, our business partner, to also commit to these stated principles in your business activities and actively encourage all your employees and those of your affiliated companies worldwide to comply with them and to make every reasonable and appropriate effort within your means to continuously implement and improve the above principles.

In addition, we expect our business partners to effectively communicate expectations of compliance with these principles to their suppliers and subcontractors.

3. Integrity and compliance

We expect our business partners to regard corporate integrity as the basis for business relationships. All forms of corruption or bribery are prohibited and benefits to third parties made with the intention of influencing business decisions or which could give the appearance of doing so or to obtain some other undue advantages are forbidden. As a business partner, you must comply with national and international competition and antitrust laws and must not, for example, engage in price fixing, market sharing, or collusion with regard to customers, markets, and offers. You do not participate in transactions designed to conceal or integrate criminally or illegally acquired assets and comply with the relevant legal obligations to prevent money laundering. The protection of confidential information and intellectual property as well as regulations from standards relevant to export control shall be implemented through appropriate processes within the company. Compliance with the applicable data protection regulations is ensured.

4. Health and safety

As a business partner, we expect you to take responsibility for the health and safety of your employees in accordance with the applicable legal and international standards and to ensure safe working conditions.

5. Remuneration and hours of work

Remuneration and working hours are based on the locally applicable laws and any applicable binding collective agreements. Business partners must pay at least the statutory minimum wage. If there is no applicable minimum wage law, the appropriate wage is determined by the law of the place of employment.

6. Observance of human rights

Child labor, forced labor, modern slavery, or comparable acts involving deprivation of liberty are prohibited. Our business partners respect the right of employees to freedom of association, freedom of assembly, and the right to engage in collective bargaining. Where this is not permitted, we expect our business partners to seek reasonable compromises for their employees. In addition, you should promote equal opportunities and non-discrimination for all people.

7. Environment, energy and climate protection

We expect our business partners to minimize negative impacts on the environment and to continuously improve their activities with regard to environmental and climate protection. Environmental aspects include, in particular, reducing CO₂ emissions, increasing energy efficiency, reducing and properly disposing of waste, and handling hazardous substances responsibly.

8. Dealing with conflict minerals

In some regions, revenues from the extraction of certain raw materials (3TG) are used to finance armed conflicts. Wherever possible, our business partners must take measures to avoid the use of conflict minerals in the supply chain of their products ordered from Pepperl+Fuchs.

9. Monitoring

We reserve the right to verify compliance with the principles of this Code of Conduct by means of an audit or other means of communication; Pepperl+Fuchs may also choose to contract a third party for this purpose. If we have reasonable suspicion that a business partner is not complying with the principles contained herein, the business partner is obliged, upon our request, to provide a written explanation of the situation and to specify measures to avoid or remedy any identified lapses. In the case of non-compliance, our business partner is obliged to take effective measures without delay. In the event of a serious or repeated violations of the principles of this Code of Conduct, we reserve the right to terminate the business relationship.

Violations of the principles of this Code of Conduct can be reported via our whistleblowing portal „Speak Up“⁵. We also expect you to provide your employees with effective tools and procedures through which they can report violations of the principles listed here.

With your signature you accept the principles of cooperation stated here.

Name of the company

Place, date

Function of the signatory

Signature/company stamp

¹ www.un.org/sites/un2.un.org/files/2021/03/udhr.pdf

² mneguidelines.oecd.org/guidelines/

³ www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf

⁴ www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinessshr_en.pdf

⁵ pepperlfuchs.speakup.report/de-DE/compliance/home

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- **Enterprise Mobility**
- **Industrial Communication and Interfaces**
- **Industrial Sensors**
- **Hazardous Area Products and Solutions**

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