

Code of Conduct of Pfeifer & Langen Industrie- und Handels-KG

(Version April 2023)

As the parent company of the Pfeifer & Langen Group, Pfeifer & Langen Industrie- und Handels-KG unites various companies and business models under one roof.

The Pfeifer & Langen Group can look back on very successful and, in some cases, longstanding business developments. Despite a diverse array of business models, the common basis of all Pfeifer & Langen companies is their marked commitment towards a value-oriented approach and the core corporate values of the Pfeifer & Langen Group.

This Code of Conduct defines the essential principles that should serve as a fundamental guide in our daily work. The principles reflect our understanding of ethical, moral and legally correct behaviour.

Please take the time to read through the Code of Conduct carefully and ensure you are guided by these principles in your work and when making decisions.

If you have any questions or concerns in terms of what represents appropriate and correct conduct, then you can always contact the Compliance Officer responsible for your organisation to discuss your questions and seek advice. Furthermore, the Pfeifer & Langen IHKG Compliance Officer is also available for a confidential exchange.

We are counting on you.

The management of Pfeifer & Langen Industrie- und Handels-KG

sgd Dr. Guido Colsman

sgd Uwe Schöneberg

Principle 1: We produce in line with the highest standards

Food safety is our highest priority. We are all responsible for ensuring that consumers can have confidence in the safety and quality of our products. Professional processes and food safety standards are applied in order to guarantee constantly high levels of product quality and safety. Our entire supply chain is monitored and suppliers are selected according to strict criteria.

Of course, we observe the statutory requirements and industry standards for consumer health and safety.

Principle 2: We always act with integrity

We conduct ourselves in a transparent, fair, sincere and reliable manner. In doing so we observe all the applicable laws and relevant provisions in the countries in which we are active.

Every one of us is responsible for the integrity of his/her own conduct.

Principle 3: We condemn all forms of corruption and avoid conflicts of interest

We do not tolerate corruption and bribery. We never offer money, gifts or other advantages in order to secure illegal preferential treatments or benefits. We do not ask our business partners to provide us with personal benefits. We reject all personal benefits due to the fact they could influence our business decisions.

We additionally avoid conflicts of interest. If conflicts of interest should arise, they should be resolved professionally by coordinating further courses of action with the respective line manager.

Principle 4: We engage in fair competition and respect the free market

We observe the rules of fair competition and support all efforts to assert a free market and open competition. Our principle is to win over customers through innovation, the best quality and outstanding service.

Accordingly, we do not coordinate our competitive behaviour and we refrain from any form of restrictive agreements or exchange of sensitive business information.

Principle 5: We treat people in a fair and socially responsible manner

We treat people fairly. All the companies of the Pfeifer & Langen Group offer their employees a decent wage and fair working conditions. We do not tolerate any harassment or discrimination at the workplace. At all the locations, we ensure adequate health and safety precautions at the workplace.

Principle 6: We respect the environment and operate in a sustainable manner

The responsible use of resources is a matter of course for us. It is our goal to operate sustainably and to continually reduce any negative impacts of our operations on the environment.

It is the task of all our employees to minimise harmful impacts on the environment and to use resources sparingly.

Principle 7: We always act in the best interests of the Pfeifer & Langen Group

We are loyal towards the Pfeifer & Langen Group and avoid conflicts between our own personal interests and those of the company.

We respect company property and treat its assets in a responsible manner. Business information shall always be handled carefully and with due confidentiality.

How we observe this code

➤ Seeking advice

A Code of Conduct can never offer a response to all situations which we may encounter in our work. So, what should we do if these seven principles do not cover a specific situation?

Reflect on the seven corporate values of Pfeifer & Langen Group. All our actions are based on our key corporate values. They should act as a guide for us every day. As a guide, always behave in such a way that you would have no problem were your behaviour reported in the media tomorrow

If you are ever uncertain how to act, you should ask again. Various contacts are available to this end – above all the superiors and the Compliance Officer.

➤ Address things

What should you do if you notice that something is not as it should be in your working environment? We ask all employees to take action if something does not feel right or appears to be wrong.

Please tell us if you feel someone is breaking the law, the spirit of this Code of Conduct or another company directive! Please contact your line manager, the Compliance Officer or a member of the management board or alternatively use our digital whistle-blower system by following this link:

[Hinweisgebersystem](#).

We maintain **confidentiality** to the maximum possible extent. Our digital whistle-blower system also allows you to submit **anonymous** reports.

Any reported breach of our rules will be investigated promptly, fairly and in accordance with the current legislation.

We communicate in a frank and sincere manner. Any form of retaliation against people who report actual or suspected violations in good faith will not be tolerated, the same applies to deliberately incorrect, insulting or defamatory reports.