

## Tone from the top

The overall responsibility for compliance lies with the management of Pfaff International GmbH together with all employees. All decisions are in line with the legal provisions and values. It is important to prevent grievances in the company.

Our goal is to lead Pfaff International GmbH successfully and sustainably into the future as an innovative company with a clear customer orientation. In doing so, we are aware of our responsibility towards the environment, the public and our employees.

Continuous economic and social change, in an agile market environment, characterized by digital and ecological transformation, are the challenges we have to face every day. However, the basis is fair competition.

The core values that guide our decisions and actions:

1. Responsibility, Credibility & Transparency
2. Sustainability & Safety
3. Empowering people

These core values include compliance, i.e. adherence to laws, internal regulations, voluntary commitments and ethical principles, in particular respect and appreciation. Without exception! Illegal and unethical behavior is not acceptable – always and everywhere in the world! Like any plant or tree, corruption first arises on a small scale and here we nip it in the bud together before deep roots can even develop.

Our Code of Conduct is the compass that helps us steer the right course, even in choppy weather conditions. This requires a resolute attitude of integrity, especially from our managers, but also from each and every employee.

It is important to us that you all understand that our Code of Conduct is not just a means of avoiding penalties and fines. Rather, it is important that we are all convinced of the fundamental ethical values and principles and that we all behave accordingly.

It's up to all of us, and we trust you to join in. If you have any questions about these important topics, we are always available to help!

Peter Kienle  
Managing Director

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Managing Director