

Code of Conduct for Suppliers of PERI Group



At PERI, corporate social responsibility and compliance are an integral component of the corporate and management culture. Therefore, the following requirements shall apply to all suppliers of the PERI Group.

Laws and regulations

The suppliers are obliged to comply with the applicable laws and regulations of those countries in which they conduct business.

Corruption and bribery

Every form of corruption or bribery is prohibited; this applies to active as well as passive bribery. No supplier may directly or indirectly offer, give or receive any gifts, payments or other benefits which may be construed as a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management.

Money-laundering and terrorist financing

Any form of money laundering or terrorist financing is prohibited.

Trade laws, export controls and sanctions

Suppliers must comply with all applicable commercial laws and regulations, including but not limited to export controls and applicable sanctions.

Antitrust

Suppliers must not engage in anti-competitive behaviour and must take action against illegal cartels.

Respect for the fundamental rights of employees

The suppliers shall respect the health, safety and privacy rights of their employees and adhere to the principles of respect, fairness and non-discrimination. They shall employ and remunerate their employees on the basis of fair and compliant contracts. They shall maintain international minimum labour standards.

Child, forced or compulsory labour

Suppliers must not tolerate any form of forced labour, including modern slavery and human trafficking and child labour.

Environment, health and safety

The suppliers shall comply with the relevant environmental, health and safety regulations and standards applicable to their operations, and shall use environmentally conscious practices at all locations at which they operate. Environmental pollution shall be minimized and environmental protection improved continually.

Supply chain

Suppliers shall oblige all of their sub-suppliers to recognize and comply with the requirements of this Code of Conduct.

Obligation to cooperate in the event of violations

In the event of a violation of this Code of Conduct within the supplier's sphere of responsibility that affects the interests of PERI, the respective supplier is obliged to report this violation and any knowledge of misconduct to PERI without undue delay.

In the case of suspicion of a possible violation, PERI reserves the right to request further information and/or to request and carry out audits to assess compliance with the Code of Conduct for suppliers.

CONTACT PERSON:

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Misconduct can also be reported to:

E-mail: compliance.officer@peri.com

In the event of a violation or a rejection of an information or audit request, PERI shall be entitled to end all business relations with the respective supplier with immediate effect (termination, revocation) unless, in the individual case, this would be grossly disproportionate to the respective violation.

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In this connection, PERI will assess and evaluate the nature and scope of the cooperation with the supplier in question when analyzing the respective violation. If there are reasonable grounds for assuming that such violation has occurred, the suppliers are required, upon request by PERI, to comment on the case in question, to provide clarification and to cooperate with PERI. In the event that the suppliers do not comply with these requirements or cannot furnish evidence in exoneration, PERI may exercise the above-mentioned rights.

In the event of a violation of this Code of Conduct for suppliers, PERI also reserves the right to take further legal measures that it deems necessary, in particular to bring damage claims. In the event that PERI is held liable towards third parties or public authorities (including sanctions) as a result of a violation of this Code of Conduct committed by a supplier, the respective supplier shall fully indemnify PERI against any such liability.

PERI may, from time to time, update this Code of Conduct for suppliers to a reasonable extent and expects its suppliers to accept any such changes.

Place & Date

Signature with Company Stamp