

The code of conduct of PMA/TOOLS GmbH stands for professional conduct, respectful interaction, and social responsibility. It governs not only the way we treat each other and collaborate within the company but also applies to our relationships with customers, suppliers, and other business partners.

Building on this foundation and ensuring compliance with legal requirements as well as ethical, social, and environmental standards throughout the supply chain, PMA/TOOLS GmbH has developed this mandatory supplier code of conduct for all supplying companies.

### Responsible Business Conduct

PMA/TOOLS GmbH expects its suppliers to act lawfully and with integrity. Corruption, extortion, and embezzlement are strictly prohibited. Suppliers must not grant or accept unfair advantages. Business decisions must be made independently and kept strictly separate from private interests.

The supplier undertakes to comply with all relevant competition and antitrust laws and to act fairly in the market. In foreign trade, all export control, customs, tax, and trade regulations must be observed. Measures against fraud and money laundering must be implemented to prevent abuse of the business relationship.

Intellectual property rights must be respected, particularly in technology and know-how transfers. The supplier must implement appropriate processes to minimize the risk of counterfeit parts and materials. Furthermore, the processing of personal data (e.g., collection, storage, use, transmission) must comply with all applicable data protection laws.

### Working Conditions and Human Rights

PMA/TOOLS GmbH expects its business partners to fully respect international human rights. To fulfill its social responsibility as a company, the supplier aligns with international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on responsible business conduct.

The supplier rejects all forms of forced labor and does not employ individuals below the legally required minimum age in accordance with applicable laws. The supplier does not engage in slavery or human trafficking and explicitly rejects these practices. In particular, the supplier ensures that no exploitative child labor is used in the manufacture or processing of its products.

Furthermore, the supplier commits to non-discrimination and equal opportunity. Discrimination based on gender, origin, religion, political opinion, disability, age, or sexual orientation is not permitted. Likewise, any form of harassment, bullying, or abuse in the workplace is rejected.

**Erstellt von:**

Benjamin Bruhn

**Datum:**

18.11.2025



**Geändert durch:**

**Datum:**

**Freigegeben durch:**

Michael Kutschera

**Datum, Unterschrift:**

26.11.2025



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### Environmental Protection and Sustainability

PMA/TOOLS GmbH strives to fulfill its ecological responsibility to the greatest extent possible and expects its suppliers to fully comply with all applicable environmental laws and regulations.

As part of its procurement activities, the supplier takes care to minimize negative environmental impacts. The supplier promotes the purchase of products that are manufactured resource-efficiently, energy-efficiently, and from sustainable raw materials and practices where possible. The supplier supports the transition to circular economy models and prefers suppliers that implement environmentally friendly technologies and practices.

Sustainability is understood by PMA/TOOLS GmbH as an ongoing process. The supplier is encouraged to regularly review and improve its practices. An Open dialogue with all relevant stakeholders regarding potential improvements is welcome at any time.

Willich, 26.11.2025

**Erstellt von:**

Benjamin Bruhn

**Datum:**

18.11.2025

Handwritten signature of Benjamin Bruhn in black ink.

**Geändert durch:**

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