

CODE OF CONDUCT (v1.11.03.2026)

This Code of Conduct outlines the social, environmental and ethical standards and principles that all supply chain parties contracting with PANKONIN CORPORATE WEAR GmbH direct or indirect must adhere to in their operations. Compliance with these standards is essential to ensuring responsible business practices, safeguarding workers' rights and protecting the environment.

VALUES

The signatories commit to the following values:

- **Transparency with each other and all stakeholders involved**
- **Cooperation and intensive communication**
- **Protection of vulnerable persons involved in the supply chain**
- **Continuous improvement of due diligence within all organizations involved**

PRINCIPLES

Signatories must comply with all applicable local, national and international laws, regulations and standards such as the OECD Guidelines. These include labour laws, environmental regulations, health and safety standards and intellectual property rights.

The signatories commit to the following principles:

1. HUMAN RIGHTS AND LABOR STANDARDS

1.1 PROHIBITION OF CHILD LABOR

- Signatories must not employ workers under the minimum legal working age as defined by local laws or international standards, whichever is higher.
- Educational opportunities for young workers must be protected, and all forms of exploitative child labor are strictly prohibited.

1.2 FAIR WAGES AND WORKING HOURS

- Workers must be compensated with wages that meet or exceed the legal minimum wage and provide for basic needs.
- Overtime work must be voluntary and compensated according to legal requirements. Working hours should comply with local laws and workers should receive at least one day off in every seven-day period.



PANKONIN CORPORATE WEAR GmbH

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1.3 PROHIBITION OF FORCED LABOR

- All forms of forced, bonded, or involuntary labor are strictly prohibited.
- Workers must have the freedom to leave employment after reasonable notice and there should be no retention of identity papers or deposits as a condition of employment.

1.4 HEALTH AND SAFETY

- A safe and healthy working environment must be provided, with adequate measures to prevent accidents and injuries.
- Signatories must implement appropriate health and safety policies, provide necessary safety equipment and ensure regular training for all employees.

1.5 NON-DISCRIMINATION

- Signatories must provide a workplace free of discrimination and harassment. All employment decisions should be based on merit, without regard to race, color, religion, gender, sexual orientation, age, disability or any other characteristic protected by law.

1.6 FREEDOM OF ASSOCIATION

- Workers must be free to join or form labor unions of their choosing and to bargain collectively without fear of retaliation, intimidation or harassment.

1.7 UNAUTHORIZED SUBCONTRACTING

- Whenever production is outsourced from the main production facility to third parties or subcontractors without the knowledge and express consent of the FL Textil CR departments, this is contrary to our requirements and constitutes a breach of the agreed standards.

2. ENVIRONMENTAL RESPONSIBILITY

2.1 ENVIRONMENTAL COMPLIANCE

- Signatories must comply with all applicable environmental laws and regulations.
- Pollution, waste, and resource usage must be minimized in all operations.

2.2 RESOURCE EFFICIENCY

- Efforts should be made to reduce water and energy consumption and to use resources efficiently throughout the production process.
- Signatories are encouraged to implement sustainable practices, such as recycling, waste reduction, and the use of eco-friendly materials.

2.3 CHEMICAL MANAGEMENT

- The use of hazardous chemicals must be minimized, and safe handling, storage and disposal practices must be in place to prevent harm to workers and the environment.
- Signatories must comply with applicable chemical safety regulations and strive to use non-toxic, biodegradable and environmentally friendly chemicals.

3. ETHICAL BUSINESS PRACTICES

3.1 ANTI-CORRUPTION

- Signatories must not engage in any form of corruption, extortion, bribery or embezzlement.
- Business decisions should be made with integrity and all transactions should be transparent and documented.

3.2 CONFIDENTIALITY AND INTELLECTUAL PROPERTY

- Confidential business information, including intellectual property, must be respected and protected.
- Signatories must not engage in unauthorized use, copying or distribution of intellectual property or proprietary information.

3.3 FAIR COMPETITION

- Signatories must conduct business in a manner that supports fair competition and complies with applicable antitrust laws.
- Practices such as price-fixing, market division, or other forms of unfair competition are prohibited.

4. MONITORING AND COMPLIANCE

4.1 AUDITS AND INSPECTIONS

- Signatories must allow regular audits and inspections by customers or third-party auditors to ensure compliance with this Code of Conduct.
- Records and documentation must be maintained and made available for review as required.

4.2 CONTINUOUS IMPROVEMENT

- Signatories are expected to continuously improve their practices in line with this Code of Conduct.
- Corrective actions must be taken promptly to address any non-compliance identified during audits or inspections.



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5. GREVANCE MECHANISM

- Complaints or information about violations of this Code of Conduct can be reported anonymously via email, phone, or letter to PANKONIN CORPORATE WEAR GmbH. When submitting a complaint, we ask that only truthful information be provided. The complaint should be factual and verifiable. Submitting a complaint will not result in any form of retaliation or punishment (such as defamation or termination) by the supplier or PANKONIN CORPORATE WEAR GmbH. Complaints will be handled with strict confidentiality and anonymity and can be submitted in any language.

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6. REPORTING AND WHISTLEBLOWING

6.1 REPORTING VIOLATIONS

- a. Signatories must provide a mechanism for employees and stakeholders to report violations of this Code of Conduct confidentially and without fear of retaliation.
- b. All reports must be investigated promptly and appropriate action must be taken to address any violations.

6.2 PROTECTION FOR WHISTLEBLOWERS

- c. Signatories must protect whistleblowers from retaliation, harassment or any adverse action as a result of reporting a violation in good faith

6.3 ACKNOWLEDGMENT

By signing below, the signatories acknowledge that they have read, understood and agree to comply with PANKONIN CORPORATE WEAR GmbH Code of Conduct

Company name: _____

Signature & stamp:



Florian Pankonin - Geschäftsführung