

CODE OF CONDUCT

Pervormance international has been a member of the UN Global Compact and the German Global Compact Network (DGCN) since 2012. We therefore support the ten principles of the Global Compact. These are the basis of pervormance international's code of conduct.

As a signatory of the UN Global Compact, pervormance international is committed to upholding these principles and reports annually to the Global Compact on the objectives and measures of the 10 principles of the UN Global Compact.

It is therefore expected that all partners, suppliers and employees of pervormance international adhere to and respect these principles in the fields of human rights, labour, environment and anti-corruption:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

More information to the ten principles and what they mean in detail, you find on <https://www.unglobalcompact.org/what-is-gc/mission/principles>

Pervormance international is permitted to control the suppliers and partners in the the form of regular meetings, self-assessments or may also conduct on-site inspections if necessary. If the partners and suppliers would not follow this Code of conduct, this is considered as a material breach of the contract. In this case Pervormance international has the right to terminate the business relationship.

If Pervormance has cause to believe that the Supplier was aware of a breach or consciously breached fundamental human rights, Pervormance will report this to the relevant authorities.

Pervormance international, Ulm, 2023