



CODE OF CONDUCT OF PESTER PAC AUTOMATION GMBH



As manufacturer of packaging machinery and equipment with business activities the world over, pester pac automation GmbH aims for fair business practices to ensure our international success and warrant the preservation of our family-run enterprise.

We respect this code of conduct for the sake of sustaining ethical values and principles, integrity, respect and human dignity.

This code of conduct was developed to render comprehensible the many facets of business activity. It is much more profound than simply adhering to laws and regulations and involves respect, responsibility, fairness, credibility, pride and the implementation of this directive.

RESPECT FOR LAWS AND HUMAN RIGHTS

↳ HUMAN RIGHTS

We are fully committed to the promotion and respect of human rights.

↳ PRIVACY

We respect and protect the privacy of each employee.

↳ HARASSMENT AND FORCED LABOR

We condemn any kind of physical, psychological, verbal and sexual threat, harassment or abuse. Furthermore, we condemn the use of corporal punishment and forced labor.

↳ DISCRIMINATION

The discrimination of our employees based on gender, age, nationality, religion, social origin, disability or sexual orientation will not be tolerated.

↳ FREEDOM OF OPINION AND ASSEMBLY

We grant the right to freedom of expression and opinion. Furthermore, we respect the right to our employees' freedom of association.

↳ WORK CONDITIONS

We are committed to fair working conditions.

↳ **WORK TIMES AND FAIR PAYMENT**

We adhere to the maximum permissible working hours. Salaries and social benefits correspond to the statutory standards and comply with the applicable legislation and regulations.

↳ **CHILD LABOR**

We condemn any kind of child labor and adhere to the local legislation regarding the stipulated age limit.

↳ **VOLUNTEERISM AND COMMON WELFARE**

We contribute to the social development of our region by supporting social and charitable institutions and projects, and we foster any of our employees' social and voluntary activities.

ETHICS AND BUSINESS BEHAVIOR

↳ **CORRUPTION, MONEY LAUNDERING**

We are committed to fair competition and compliance with all anti-corruption laws. We do not allow bribes or any other payments whose purpose is to secure an order or which are connected to any other business activities.

↳ **FAIR BUSINESS PRACTICES**

We advocate fair business relations by avoiding unfair business practices. This applies to customers, suppliers, competitors and any other market participants.

↳ **COMPLIANCE WITH LAWS, PROVISIONS AND CONVENTIONS**

We undertake to comply with the applicable laws and regulations in all the countries where we are active and to act according to the highest ethical principles. We will not participate in any kind of fraud or unlawful conduct.

↳ **DATA SECURITY AND DATA PROTECTION**

Any personal data will be collected, saved and processed solely within the legal framework and purposes of our company. We undertake to protect the data against loss, misuse, publication or unauthorized access.

QUALITY, HEALTH, ENVIRONMENT AND SAFETY

↳ **PRODUCT QUALITY AND SAFETY**

The safety and reliability of our products are decisive factors. The products are compliant with all stipulated provisions and standards and are subject to highest quality requirements.

↳ **HEALTH & WORK SAFETY**

Avoiding hazards at workplaces and a high work safety level are our primary concerns. Protecting our employees' health is our foremost obligation. We warrant a safe, health-conscious workplace and work environment. Accidents and injury must be avoided from the start.

↳ **EMERGENCY PREVENTION**

Our employees receive regular training and safety briefings in addition to information on behavior in an emergency.

↳ **Environmental protection and sustainability**

Our company attaches great importance to promoting environmental and climate protection and conserving natural resources. Our mission is to achieve economic growth in the context of sustainability. Preserving the environment, using energy and other resources efficiently and avoiding waste and emissions all play a significant role here.

pester pac automation GmbH expects all its employees and affiliates to respect this code within our company, our affiliates' companies and our customers' or our suppliers' locations.

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