



SUPPLIER CODE OF CONDUCT



PREAMBLE

pester pac automation gmbh (hereinafter called Pester) affirms that long-term cooperative partnerships, mutual obligations, sustainability and ethical and social responsibility are a core part of their corporate vision. These deserve particular consideration when procuring semi-finished products, finished products and services. We expect compliance by our suppliers.

This code of conduct was developed for our suppliers in order to ensure that they act according to the internal directives (Pester's Code of Conduct) and internationally accepted standards regarding human rights, working conditions, environment, fairness and integrity.

This code applies to all pester pac automation's suppliers worldwide. The stipulations of the code involve all suppliers' employees regardless of their position or relationship.

Our suppliers are obligated to ensure that their suppliers also adhere to the stipulations of this code. Compliance with this code is a mandatory part of any business relationship between pester pac automation gmbh and its suppliers.

PESTER'S OBLIGATIONS

Pester undertakes to

- equally comply with the existing directives of our suppliers.
- actively cooperate with our suppliers in order to support these principles.
- communicate with our suppliers transparently.

SUPPLIER'S OBLIGATIONS

Pester expects its suppliers to adhere to the following principles.

ADHERENCE TO LAWS

Regional, national and international laws relating to the suppliers' business activities must be complied with in full.

PROTECTION OF HUMAN RIGHTS

Our suppliers are committed to respect internationally recognized human rights. No employee shall be discriminated by the supplier or another employee with regard to nationality, religion, age, ethnic origin, gender or sexual orientation. Child and forced labor are strictly prohibited. Employees shall be entitled to join trade unions or any other associations of their choice without constraints or consequences.

↳ **HEALTH AND SAFETY AT WORKPLACE**

Our suppliers shall at least abide by the applicable national standards in order to ensure a safe and hygienic work environment. Within this context, they are obligated to take appropriate measures to safeguard the health and safety of their employees at their workplace in order to guarantee working conditions which are not harmful to health.

↳ **FAIR WORKING CONDITIONS**

Our suppliers undertake to pay their employees remunerations and social benefits corresponding at least to the national and local standards, regulations and stipulations. The prevailing regulations regarding working hours and vacation shall be observed.

↳ **ENVIRONMENT PROTECTION**

Our suppliers undertake to avoid hazards for man and environment, to keep impacts and emissions on the environment as low as possible and to use resources responsibly. Our suppliers' processes, production facilities and operating material shall comply with the applicable statutory provisions and standards for fire and environmental protection.

↳ **HIGH INTEGRITY**

High integrity must be an integral part of the company's philosophy. To this effect, our suppliers are obligated to

- comply with international intellectual property rights.
- refrain from corruption or any other unfair practices for the purpose of influencing the public, officials, judiciary and/or representatives of other business partners.
- provide any of Pester's employees with benefits of any kind for the purpose of positively influencing business with Pester.
- refrain from activities which have a negative influence on free competition, including cartels and price agreements.
- ensure that any information from Pester will be kept strictly confidential.

↳ **NON-COMPLIANCE**

Failure of the supplier to comply with the stipulations set out in this code of conduct shall be considered a serious violation of the contractual agreements. In the event that the supplier fails to rectify this non-compliance, Pester shall terminate the cooperation.

↳ **THIS CODE OF CONDUCT IS BASED ON THE**

- Code of Conduct of pester pac automation gmbh
- United Nations Universal Declaration of Human Rights
- UN Convention on the rights of the child
- fundamental conventions and international labor standards of the ILO
- principles of the United Nations Global Compact

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