

SUPPLIER CODE OF CONDUCT PESTER PAC AUTOMATION

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pester
pac automation



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As a globally active manufacturer of packaging machines and systems, the Pester Group (hereinafter: Pester) demonstrates its responsibility for fair business practices and sustainable management to ensure international success and to guarantee the preservation of the family-run company.

The following Supplier Code of Conduct is based on the corporate code of conduct of Pester as well as on the overall mission statement (purpose, vision, mission, values) of Pester. In addition, reference is made to international regulations.



OBLIGATION TO COMPLY WITH LAWS

In its mission statement, Pester undertakes to comply with the law. This obligation also applies to our suppliers in all their areas of activity.



SCOPE OF VALIDITY

This code applies worldwide to all suppliers of pester pac automation GmbH.



REPORTING VIOLATIONS

Suppliers and business partners are requested to report violations of the principles of this Code to the responsible contact at Pester. Any failure by the supplier to report or to comply with the provisions set out in this code is regarded as a significant breach of the contractual agreements. In the event that the supplier fails to correct this non-fulfillment, Pester will terminate the cooperation.



HUMAN RIGHTS AND DUTY OF CARE

The supplier undertakes to recognize human rights and to fully support their observance in accordance with the Universal Declaration of Human Rights and the principles of the United Nations on labor and human rights. This commitment also means recognizing a relevant duty of care within the supply chain.

CHILD LABOR

Pester condemns all kinds of child labor. Our suppliers undertake to comply with at least the relevant conventions 79, 138, 142 and 182 of the International Labor Organization (ILO).

HARASSMENT, ABUSE AND FORCED LABOR

Our suppliers reject any form of physical, psychological, verbal and sexual threat, harassment or abuse. Furthermore, Pester strictly condemns the use of corporal punishment or even forced labor¹ in their supply chain. All work must be voluntary, and it must be possible to terminate the employment relationship.

DISCRIMINATION AND EQUAL OPPORTUNITIES

Discrimination against employees based on gender, age, nationality, skin color, religion, ideology, social or ethnic origin, disability or sexual orientation will not be tolerated by the suppliers.

FREEDOM OF EXPRESSION, FREEDOM OF ASSEMBLY AND FREEDOM OF ASSOCIATION

Our suppliers grant the right to freedom of expression and freedom of opinion. Furthermore, they recognize the right to freedom of association of their employees. This also includes the right to form interest groups within the meaning of national legislation and to defend their interests.

WORKING HOURS AND FAIR PAY

Our suppliers adhere to the maximum permissible working hours. The remuneration and social benefits correspond at least to national and local legal standards, regulations or agreements. The applicable regulations on working hours and vacation are observed.



ENVIRONMENTAL PROTECTION, HEALTH CARE & QUALITY

ENVIRONMENTAL PROTECTION

Our suppliers are committed to the efficient use of energy, water, resources, the promotion of biodiversity and the avoidance of waste and emissions. The company's environmental performance is part of continuous improvement processes.

HEALTH & WORK SAFETY

Avoiding hazards at the workplace and ensuring a high level of work safety is essential for our suppliers, and protecting the health of employees is their top priority. As far as possible, they grant a secure and health-conscious workplace and environment in order to avoid accidents and injuries in advance.

EMERGENCY PREPAREDNESS

The employees receive regular training and safety instructions as well as information about what to do in an emergency.

QUALITY

Our suppliers must provide high quality, safe and effective goods and services that are in compliance with applicable laws and regulations.



ETHICAL BUSINESS CONDUCT

FAIR COMPETITION AND FIGHT AGAINST CORRUPTION

Our suppliers are committed to fair competition and compliance with all applicable anti-corruption and antitrust laws. Bribery gifts or money, as well as other inadmissible payments, which serve the purpose of winning or securing orders or are otherwise connected with business activity, will not be approved.

AVOIDING CONFLICTS OF INTEREST

Our suppliers avoid all internal and external conflicts of interest that could illegitimately influence business relationships. Failing this, they will disclose these conflicts.

DATA PROTECTION, DATA SECURITY AND INTELLECTUAL PROPERTY PROTECTION

Our suppliers respect and protect the privacy of every employee. They collect, save and process personal data only within the legal framework and for company purposes. They undertake to protect against loss, misuse, publication or unauthorized access to data and trade secrets.

VERIFICATION

Pester reserves the right to check compliance with this code of conduct, for example in the form of questionnaires, evaluations, and audits. If there are any doubts regarding compliance with this code, the supplier will be requested to take suitable countermeasures and to report the process to the responsible contact at Pester.

¹ ILO Conventions 29 and 105

YOUR CONTACT

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