

CORPORATE POLICY, MISSION STATEMENT & CODE OF CONDUCT PESTER PAC AUTOMATION

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CORPORATE POLICY, MISSION STATEMENT & CODE OF CONDUCT PESTER PAC AUTOMATION

As a global manufacturer of packaging machines and systems, the Pester Group (in short: Pester) is responsible for fair business practices and sustainable management in order to ensure international success and the preservation of the family-run company.

Our mission statement, consisting of purpose, vision, mission, values, and the Pester Spirit, is the basis of all company guidelines. The Pester Spirit sets out the principles of our internal collaboration.

OUR MISSION STATEMENT

OUR PURPOS

From the Pester core grows the unique – unique partnerships with our customers and suppliers, a unique corporate collaboration, and consequently, unique solutions for unique customer requirements. In this way, we contribute to ensuring the safety and health of our customers and partners.

OUR VISION

We are leading in technology, sustainability and future safe pac automation, for innovative, winning pharma and consumer companies. **– inspired by people and technology**

OUR MISSION

We are solution provider for end-of-line automation in the pharmaceutical and consumer goods industry.

OUR VALUES

- **reliable:** We are a reliable partner for our customers, employees and business partners.
- **open:** Our open mindset is the basis for creativity and diversity.
- **passionate:** Passion for innovation is our driver for excellence to exceed our customer expectations.
- **eco-friendly:** We care for future generations, taking responsibility for the protection of our environment and the sustainable use of our natural resources.
- **future-safe:** We are trendsetter, provide future-proof solutions and strive for continuous improvement.

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PESTER SPIRIT

- We offer a work-related home.
- We treat each other appreciative and respectful.
- Giving trust and gaining trust.
- Admitting mistakes and learning from mistakes.
- Collaboration of unique people.
- Mutual understanding creates common solutions.
- We are part of the solution.
- Our actions always lead to an effect.

CODE OF CONDUCT

The following code of conduct supplements and substantiates our mission statement in individual aspects. We are committed to complying with the law and universal human rights. In our value chain, we are guided by international standards such as the OECD guidelines for multinational companies[1] and the ILO core labor standards[2] . We relate our pursuit of continuous improvement equally to our quality and environmental performance.

SCOPE

We adhere to this code of conduct to protect our ethical values, our integrity and human dignity in all our business activities. The Code applies without exception in all Pester branches and business units and covers all employees, managers, customers, and business partners.

RESPECT FOR HUMAN RIGHTS AND HEALTH PROTECTION

We undertake to respect human rights and are fully committed to their compliance in accordance with the Universal Declaration of Human Rights and the principles of United Nations to engage in labor and human rights. This commitment also implies that we recognize and comply with the due diligence within our business relationships and supply chain.

CHILD LABOR

We condemn any kind of child labor[1]. If we learn of suspicions of child labor in our supply chain, we will report this immediately to the management and sustainability department. We do not hire employees for hazardous work, who according to the ILO Convention 182 are not at least 18 years old.

HARASSMENT, ABUSE AND FORCED LABOR

We reject any form of physical, psychological, verbal, and sexual threats, harassment, or abuse. Furthermore, we condemn the use of corporal punishment or even forced labor[2]. Any work must be voluntary, and it must be possible to terminate the employment relationship.

DISCRIMINATION AND EQUAL OPPORTUNITIES
Openness is one of our core values. Discrimination against employees because of gender, age, nationality, skin color, religion, ideology, social or ethnic origin, disability or sexual orientation will not be tolerated.

FREEDOM OF OPINION, ASSEMBLY AND ASSOCIATION
We grant the right to freedom of expression and opinion. We also recognize our employees' right to freedom of association. This also includes the right to form interest groups within the meaning of national legislation and to represent interests.

WORKING HOURS AND FAIR PAY
We adhere to the maximum permissible working hours. The remuneration and social benefits correspond at least to the national and local legal standards, regulations, or agreements. The applicable regulations on working hours and vacation are observed. This enables us to guarantee at least a living wage for all employees.

HEALTH & OCCUPATIONAL SAFETY
Avoiding hazards in the workplace and ensuring a high level of occupational safety is essential to us. Protecting the health of their employees is our top priority. We guarantee a secure and health-conscious workplace as well as a working environment in order to avoid accidents and injuries in advance as far as possible. We pay attention to constant communication and the active involvement of all employees.

EMERGENCY PREPARATION
The employees receive regular training and safety instructions as well as information on how to behave in emergencies.

↘ ETHICAL BUSINESS CONDUCT

FAIR COMPETITION AND FIGHT AGAINST CORRUPTION
We are committed to fair competition and compliance with all applicable anti-corruption and antitrust laws. We regularly ask about the need for training in endangered areas and provide training opportunities where appropriate.

Bribe gifts or monies, as well as other impermissible payments, which serve the purpose of winning or securing orders or are otherwise related to business activities, will not be approved. All non-perishable gifts with an estimated value of more than EUR 40 must be handed in at the reception desk and will either be donated to a charitable cause or distributed as part of company celebrations.

AVOIDING CONFLICTS OF INTEREST
We avoid internally and externally any conflicts of interest that could illegitimately influence business relationships. If this fails, we will disclose the conflicts.

DATA PROTECTION, DATA SECURITY AND INTELLECTUAL PROPERTY PROTECTION
We respect and protect the privacy of every employee. We collect, store and process personal data only within the legal framework and for the needs of company purposes. We are committed to protection against loss, misuse, disclosure or unauthorized access of data and trade secrets. The detailed regulation can be found in our privacy policy.

PREVENTION OF FRAUD AND MONEY LAUNDERING

We are committed to conducting our business activities fairly and refraining from any form of fraud or money laundering. All employees are required to ensure that financial transactions are transparent and traceable in order to prevent manipulation, unlawful enrichment, or the concealment of cash flows. Suspected cases of fraud or money laundering must be reported immediately to the whistle-blower system (https://pester.pck-hinweis.de/). Reports are reviewed there and forwarded confidentially to the company's ethics officer. If necessary, the ethics officer will initiate appropriate disciplinary measures. Targeted training, internal warning labels, and regular checks raise awareness of risks and ensure compliance with all relevant legal requirements.

EXPORT CONTROLS

We undertake to comply with the legal norms relevant to export control – in particular licensing requirements, export, and support bans – within the scope of the export of our goods.

↘ SUSTAINABILITY

PRODUCT QUALITY AND SAFETY

Quality plays a key role in our actions and is the basis for our long-term corporate success. The reliability, safety, innovative strength, and durability of our products are essential to meet the requirements and expectations of our customers. When developing and manufacturing products and providing services, we are always guided by the principle of legality and follow our guiding principle 'inspired by technology'. Our products correspond to the state of the art and all specified regulations and standards and are subject to the highest quality and safety requirements. In this way, we contribute to ensuring the safety and health of our customers and partners.

By actively including all employees in the integrated management system, we ensure and guarantee our product and process quality in the long term.

PRODUCT LIFE CYCLE (USE OF PRODUCT; END OF LIFE)

We are committed to responsible and sustainable practices throughout the entire product life cycle. Aspects such as resource efficiency, durability, reparability, disassembly, and safety are taken into account as early as the construction and design phase. During product use, we support our customers by providing clear information on proper, safe and environmentally friendly use, maintenance, and energy efficiency.

At the end of the product life cycle, we pay particular attention to the environmentally friendly return, recycling, and disposal of the machines in order to close material cycles and minimize waste. The aim is to reduce environmental impact throughout the entire product life cycle, comply with legal requirements, and contribute to sustainable value creation.

ENVIRONMENTAL PROTECTION

The efficient use of energy, water, raw materials, the promotion of biodiversity and the avoidance of waste and emissions are part of our mission statement. In concrete terms, this means that we determine and track our key environmental impacts at divisional and departmental level and continuously improve them as part of our management systems. To make this possible, we provide all necessary resources and information to achieve our climate, environmental and energy goals. We provide all the necessary resources to meet these commitments. With clear ESG targets, we guarantee progress. Our targets and the status of their achievement are published regularly in the sustainability report. We support the use of energy-efficient and climate-friendly products and services along the entire value chain.

SUPPLY CHAIN

We also require suppliers to either adhere to the principles of this code of conduct or to apply an equivalent code of conduct. We reserve the right to check compliance with the code of conduct, for example in the form of questionnaires, assessments, and audits. If there are doubts regarding compliance with this code, the supplier is requested to take appropriate countermeasures and to report the matter to his responsible contact with us (see Supplier Code).

TRANSPARENCY

We are committed to transparency regarding our sustainable development and regularly report on the status of our sustainability performance in accordance with relevant standards. The report is publicly available.

RESPONSIBILITY AND REVIEW

The Executive Board is responsible for the Code of Conduct, which is reviewed for accuracy and updated regularly with the help of a software-based legal register. All changes are communicated to the relevant stakeholders.

Implementation is monitored by the Executive Board and the functions it has appointed. All employees are made conscious of the contents of the Code of Conduct and receive training as required.

REPORTS OF VIOLATIONS

Violations of the Code of Conduct will not be tolerated and may result in disciplinary action. We offer all individuals access to a secure whistleblower system (https://pester.pck-hinweis.de/) to confidentially report possible violations of the principles of this Code of Conduct.

The Executive Board

[1] Publications - Organisation for Economic Co-operation and Development (oecd.org)
[2] Publications - International Labour Organization (ilo.org)