

Code of conduct

PINK GmbH Vakuumentchnik, August 2024

PINK GmbH Vakuumentchnik is committed to conducting its business in an ecologically and ethically responsible manner. Our working conditions ensure that our workers are treated with respect and dignity and that their safety is guaranteed.

We are committed to complying with all legal regulations applicable to our company.

This Code sets out binding rules that must be observed by every employee of PINK GmbH Vakuumentchnik. Every employee can contact his or her superior or the management at any time with questions and information in connection with this Code. Retaliation of any kind will not be tolerated unless an untrue fact is deliberately alleged.

In detail:

A. Human Rights

We are committed to upholding the human rights of workers and treating them with dignity and respect. This applies to our permanent employees as well as to student workers, temporary workers, contract workers and other workers.

We pay particular attention to this:

1.) Protection of minors

No children under the age of 15 are employed nor children for whom schooling is compulsory in the respective country of the place of employment. In particular, workers under the age of 18 must not perform hazardous work that may endanger their health and safety.

2.) Free choice of employment

No forced labor or labor based on human trafficking shall be used. This includes all forms of slavery, slave-like practices, or oppression.

3.) Wages and benefits

The remuneration paid to workers comply with all relevant laws of the place of employment. All laws on minimum wage, overtime and social benefit laws.

4.) No Discrimination

We are committed to not tolerating any unlawful discrimination in employment or in our workplaces. There is no unequal treatment, for example on the basis of national or ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless this is justified by the requirements of the employment.

5.) Workers' Rights

We respect the right of employees to exercise their labour rights under local laws in the place of employment. Workers are able to communicate openly with management and raise ideas and concerns about working conditions and management practices without fear of repercussion. In particular, we respect freedom of association and the effective recognition of our employees' right to collective bargaining.

B. Occupational safety

We are aware of our responsibility to provide a safe and healthy working environment and are committed to maintaining appropriate standards.

The health and safety standards are:

1.) Safety at work

Necessary precautionary measures are taken against accidents and health hazards that may arise in connection with the work by establishing and applying appropriate occupational safety systems. Potential safety risks to our workforce are regularly identified and assessed. We emphasize high safety standards with regard to the workplace, workstation and work equipment.

2.) Working hours

Working hours do not exceed the maximum number of hours applicable under local law. Excessive physical or mental fatigue is prevented by appropriate measures.

3.) Training and instruction of employees

Emergency response processes and training of emergency plans are in place. Emergency drills are conducted in accordance with local laws. Employees receive information as well as training on workplace safety.

C. Environment

It is our conviction that the responsible treatment of the environment is an integral part of manufacturing products of the highest quality. We are committed to protecting our environment as a corporate goal and declare the resource-saving manufacture of our products to be a production factor to be taken into account.

To this end, we implement the following environmental standards:

1.) Protection of the environment

We protect our environment, use all natural resources sparingly and avoid or reduce burdens on people and nature as far as possible.

2.) Environmentally friendly production

We take the requirements of an intact environment into account in the development and design, in the manufacturing process, in the packaging and shipping of our products as well as in the improvement of processes and the introduction of new equipment and products.

3.) Disposal of waste

When disposing of waste, we choose the most environmentally friendly disposal method that is justifiable from an economic point of view. Should any incidents occur, that may result in environmental pollution, the responsible departments of our company must be informed immediately and comprehensively. All legally required notifications to the authorities are made.

D. Social Obligation

We stand by our social obligations and adhere to appropriate ethical standards.

These include:

1.) Business Integrity

The highest standards of integrity shall be applied in all business activities.

A zero-tolerance policy is applied to all forms of corruption, extortion and embezzlement.

2.) Ban on taking improper advantage

Bribes or any other means of obtaining an improper or inappropriate advantage will not be offered or accepted.

3.) Fair business and fair competition

The standards of fair business and fair competition shall be observed.

4.) Privacy

We are aware of our responsibility to protect private information. This applies our business partners as well as to our employees.

All applicable laws on data protection and information security are observed.

5.) Our contractual partners

We expect our contractual partners to commit to the principles of our Code at least to the same extent.

E. Responsible procurement of mineral raw materials

We expect our suppliers to comply with the laws and regulations applicable to the direct or indirect sourcing of critical materials and minerals from conflict areas (if they are included in the products purchased). These minerals include 'conflict' minerals (tin, tungsten, tantalum and gold), rare earths and other minerals or metals (e.g. bauxite, cobalt, titanium, lithium). Suppliers support efforts to end the use of materials from conflict areas that directly or indirectly contribute to the financing and support of armed groups that commit serious human rights violations.