

CODE OF CONDUCT of PEZET Aktiengesellschaft

Presentation & implementation

PEZET AG, a subsidiary of Theben AG based in Haigerloch, is a manufacturer of precision injection-molded parts and system assemblies. In order to continue supplying our customers with ready-to-install parts and components of the highest quality, we work every day to optimize our processes to ensure compliance with applicable laws and health and safety regulations as well as ethical principles and quality standards. A healthy corporate culture is characterized by respect, trust, honesty and openness; in other words, how we treat each other and our partners. The PEZET value diamond was developed for this purpose. These values, principles and standards are set out in PEZET AG's Code of Conduct. All employees and business partners of PEZET AG are obliged to comply with the directive. All employees are responsible for implementing the Code. The Code of Conduct is an extension of the content of our corporate policy and our corporate policy.

Corporate culture & social responsibility

The company bases its business processes, actions and decisions on ethical values, in particular integrity and respect for human dignity. It promotes fairness, transparency, responsible leadership and trusting cooperation within the company. We offer fair and appropriate working conditions and a safe working environment. The company contributes to the social and economic development of the region.

Respect for the law

We comply with applicable international trade law and sanctions issued by local authorities and do not enter into contracts with natural or legal persons who are on a sanctions list.

Operating & business transactions

All employees are expected to maintain confidentiality about internal operational and business processes. This applies equally to information about contractual partners and customers that is not publicly accessible.

Employee rights & minimum wage

Working hours and appropriate remuneration are observed in accordance with the currently applicable national laws and labor standards.

Supply chain

We expect our suppliers to observe the guiding values of the Code of Conduct, provide them with the best possible support in this regard and encourage them to implement the same in their supply chains.

Corruption, bribery, donations & sponsoring

We do not tolerate or practice any form of corruption or bribery and avoid even the appearance of trying to influence business decisions through unfair business practices. Donations are only made on a voluntary basis and without expectation of anything in return. Donations and sponsoring services must not be designed to covertly promote decisions in the interests of the company.

Antitrust law & unfair competition

We respect the rules of fair and open competition and do not enter into any agreements that unduly influence competition.

Conflicts of interest

We judge fairly, objectively and impartially in all business areas. We avoid involvement in transactions that may constitute or cause a conflict.

Human rights

We respect internationally recognized human rights and ensure that our activities do not directly or indirectly violate human rights, for example through forced labor, child labor, modern slavery and/or human trafficking or any form of discrimination.

Protecting the environment

Attention is paid to the conscious and careful use of natural resources with the least possible impact on the environment. The applicable laws on environmental protection and waste disposal are complied with.

Data protection

We guarantee compliance with data protection regulations. Personal data may only be collected, processed and used insofar as this is permitted under the relevant laws. Documents containing personal data about employees are treated confidentially and secured against unauthorized access.

Reporting violations

All employees are encouraged to report rule violations to the Executive Board as soon as they are observed and recognized. The reporting employee must not fear any disadvantages, provided that the information was provided to the best of their knowledge and with honest intent.

Sanctions

Violations of the Code of Conduct will be sanctioned. This can have consequences under civil and criminal law as well as labor law. Specifically, these include warnings, disciplinary measures up to and including dismissal, compensation for damages or criminal charges.

Robert Henne, Member of the Management Board of PEZET AG
Haigerloch, 15.03.2022