

Pressteck Spa - Code of Conduct

Premise

Pressteck Spa is a leading global manufacturer of high quality deep drawn parts and complex assemblies. In our guidelines we commit ourselves to responsible and lawful conduct towards our employees, business partners and the public.

In addition to the applicable laws and internal agreements, these principles of action represent a globally binding set of rules for sustainable and responsible action in the company organisation.

Scope of application

These guidelines are binding for all employees of Pressteck Spa and its contractual affiliated companies worldwide and can be understood as a uniform internal set of rules for dealing with employees and partners.

Laws and regulations

The relevant laws and regulations of the country in which Pressteck operates are the overarching framework for all actions and must be complied with by all employees.

Corruption and bribery

Free competition is a core pillar of our free basic order and the market economy, which must always be protected and maintained in our entrepreneurial activities. Any influence on competition in the form of corruption or bribery must be rejected and refrained from at all times.

The selection of our suppliers is based exclusively on the components of quality, delivery reliability, price and optimal problem-solving competence. At the same time, we win our orders through quality, cost awareness, reliability and innovative strength.

None of our employees may grant (active bribery) or accept (passive bribery) unlawful advantages. This implies, among other things, monetary payments as well as all other benefits that influence a free decision-making process in order to gain advantages for oneself or others.

Acting in a way that influences competition is a violation of our guidelines and will be punished with sanctions.

Cartel prevention

The management of Pressteck Spa is expressly committed to corporate governance in compliance with antitrust laws. The applicable antitrust regulations must be considered and complied with by all employees at all times.

Forced labour

Forced labour is the most severe form of compulsory work and contradicts our liberal thinking, according to which employees can decide independently and without coercion whether they want to pursue an employment relationship within the Pressteck companies on the basis of the contractually regulated work obligations. We reject any form of forced labour and guarantee our employees fair working conditions in line with national standards in order to create optimal conditions for a motivated and high-performing workforce to realise our business objectives.

Freedom of association

We recognise our employees' right to freedom of association and respect this in the spirit of our fundamental liberal order, to which we are highly committed.

Child labour

In order to live up to our social prudence and responsibility at all Pressteck locations, we consider it our duty to protect children in particular from excessive demands and dangers in the context of an employment relationship.

For this reason, we reject any form of employment of children if they are still of school age or have not yet reached the age of 15. In addition, employees under the age of 18 are to be given special protection against dangerous work and are only to be employed at night in a limited manner, taking into account the requirements of their education. This regulation is only valid if the national legal provisions do not stipulate higher age requirements.

Harassment

The fundamental human rights of freedom enjoy the highest priority and are to be upheld to the highest degree at all locations. In this context, particular emphasis must be placed on the personal dignity, privacy and personal rights of each individual, which must be upheld and respected in a special way. We therefore refrain from any form of harassment, whether of a physical, sexual, psychological or verbal nature, and stand for respectful cooperation in a spirit of partnership.

Working hours

In order to fulfil our social responsibility towards our employees, our working time regulations comply with national legal requirements.

Remuneration

In addition to job security, fair remuneration of our employees is a top priority. The remuneration we pay for the work we do complies at least with national legal standards and regulations.

Prohibition of discrimination

Due to the international orientation and the global and sustainable growth strategy of Pressteck Spa, a special social and cultural responsibility arises from the cooperation with employees and business partners of different origin, religion, skin colour and world view. Consequently, we treat foreign cultures with respect and dignity and reject any form of discrimination. Furthermore, we guarantee equal opportunities and equal treatment for all employees, regardless of their gender, age, sexual orientation or disability. Recruitment, development and remuneration of our employees are based solely on their skills and qualifications.

Each of our employees is obliged to refrain from any form of discrimination in order to facilitate a collaborative working environment characterised by respect and partnership, both within the organisation and in dealings with business partners.

Health and safety

Protecting against hazards in the workplace and promoting the health of our employees are fundamental aspects of our occupational health and safety policy, to which we are particularly committed towards our employees.

As part of our duty of care, we ensure the necessary occupational health and safety measures for our employees in accordance with nationally applicable regulations in order to provide a healthy working environment and to ensure job satisfaction and performance.

Furthermore, every employee is obliged to make an appropriate contribution to occupational health and safety. This implies, in particular, conduct in the workplace in accordance with the relevant regulations to prevent accidents and avoid health hazards.

Dealing with resources and environmental protection

The location of our sites in ecologically valuable areas obliges us to take special responsibility towards nature and the environment. For this reason, we comply with nationally applicable regulations and agreed standards for environmental protection. Within the framework of our manufacturing processes, we pay particular attention to the resource-saving production of our products by using environmentally efficient, energy-efficient and innovative technologies. We already include all energy and environmentally relevant aspects in the development process in order to minimise the use of natural resources and to reduce the burden on the environment to the lowest possible level. Waste is to be avoided as far as possible and recycled into the production process using innovative technologies or disposed of in an environmentally compatible manner.

Every employee is called upon to participate in the goals of our environmental and energy policy within the scope of his or her possibilities and to continuously improve them.

Supply chain

We hereby encourage our suppliers and business partners to be guided by these Pressteck Spa guidelines and to act accordingly.

Responsibility for implementation

The management of Pressteck Spa are responsible for the publication and implementation of these guidelines. Each manager is responsible for ensuring that the principles of action contained in the guidelines are adhered to and actively supported by all employees. Each of our employees must comply with and act in accordance with both the relevant legal provisions and the principles of action set out in the guidelines.

Violations of these guidelines may be reported to managers as well as to the management and owners, and may be subject to appropriate consequences within the framework of company and legal regulations. Employees who report such a violation will not suffer any disadvantages.

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