



Code of Conduct for Suppliers of Pancon GmbH and Pancon d.o.o.

The Code of Conduct defines the requirements of Pancon towards their suppliers in regard to their responsibility for humans and the environment.

RULE 1: Compliance with Law

The Supplier commits himself, to follow all laws, ordinances, rules and regulations which are valid and applicable for the referred country of delivery.

RULE 2: Protection of Pancon and Customer Property

The Supplier is obliged to mark and protect the property of Pancon and to ensure the efficient usage. Pancon property must not be used for any other purpose than the intended economical purpose. The same applies to customer property which is provided to the Supplier from Pancon side. Pancon instructions for the treatment of customer property must be followed in any way.

RULE 3: Anti-Corruption Statutes

The Supplier commits himself, not to tolerate any corruption or bribery or to get involved in such. This also includes any illegal payments or similar contributions which aim at influencing decisions.

RULE 4: No Discrimination

The Supplier commits himself, to ensure equality of opportunity and equal treatment of all employees, no matter of colour, race, nationality, social background, possible handicaps, sexual orientation, political and religious opinion nor gender or age. The Supplier, furthermore commits himself to respect the personal dignity, private sphere and personality rights.

RULE 5: Interdiction of Children's Employment

The Supplier commits himself, not to tolerate children's employment in any way. This commitment is followed by the obligation not to hire employments who have not at least reached the age of 15 years. The Supplier commits himself to also interdict children's employment at sub-contractors of him.

RULE 6: Fairness towards Business Partners and Employees

Pancon Suppliers are expected to behave towards business partners and employees in a fair way. Nobody must obtain improper benefits by manipulation, suppression, the misuse of confidential data, wrong statements concerning legally relevant facts or any other unfair practices.

RULE 7: Confidentiality

The Supplier must ensure the confidential treatment of confidential or internal company information including business secrets, which are provided to him by Pancon themselves or their suppliers or customers, unless the Pancon have specifically agreed to the disclosure or if legal requirements or court proceedings prescribe the disclosure of such information. Confidentiality is applicable for all non-public information, which may be valuable for competitors or which may cause damage to either Pancon or their customer.

RULE 8: Health and Safety of Employees

The Supplier takes responsibility for the health and safety of his employees. He commits himself, to minimize risk and to take any possible action to protect employees from accidents and occupational disease.

RULE 9: Environment

The Supplier commits himself, to protect the environment according to legal standards and international requirements, to minimize ecological damage and to take action for a continuous improvement of the environmental protection.