

This Code of Conduct was established in consultation with the management and is binding for all employees and suppliers.

Professional Conduct

We provide professional products manufactured in accordance with the guidelines of our environmental, quality, safety, sustainability and energy policies, as well as in compliance with relevant technical and professional standards.

We only engage in business activities that are legal and ethically acceptable and we always fulfil our contractual obligations.

It is unacceptable for us to accept, offer, promise or pay bribes. We refrain from accepting gifts that exceed the customary nominal value of occasional tokens. We adhere to the applicable regulations and laws concerning money laundering.

In the interest of free competition, we refrain from any form of anti-competitive behavior, such as price-fixing or price controls, as well as the use of falsified or misleading information in advertising, sales and contractual practices.

We protect our intellectual property and the trade secrets of our suppliers and customers with appropriate measures against unauthorized access by third parties. Likewise, we safeguard the personal data of our employees, suppliers and customers and comply with the applicable data protection regulations.

Mutual respect

We treat our employees, customers, and all those with whom we maintain business relationships with dignity and courtesy, respecting their privacy. We place great importance on communication and are open to questions, ideas and constructive criticism.

We are committed to maintaining a work environment free from discrimination, harassment and relations. To promote exemplary behavior that reflects the kind of society we envision for our employees and their families, we particularly advocate for vulnerable and socially disadvantaged groups.

We ensure safe working conditions in the workplace, including fair remuneration and regulated working hours. We strive to achieve a balance between work and private life.

We provide a working environment where our employees can freely and without fear raise concerns about their employment in accordance with collective representation legislation.

We ensure compliance with legal workplace regulations and make sure our employees are informed about workplace risks and trained in their prevention.

We invest in the training and development of our employees, as well as in the continuous improvement of their skills and competencies.

Social responsibility

We support and respect internationally proclaimed human rights as a fundamental and universal standard. We take responsibility for upholding the human rights of individuals within our company and for preventing human rights violations and any associated complicity.

With due diligence, we aim to identify and analyze human rights violations within the supply chain in a timely manner.

We distance ourselves from unfair, exploitative and abusive labor practices such as child labor and respect the rights to freedom of opinion, speech and assembly.

For PMA/TOOLS, gender equality of men and women is a given, and we do not discriminate based on gender, ancestry, language, origin, belief, religious or political views or disability. We are convinced that embracing employee diversity is essential for the long-term success of PMA/TOOLS.

We are mindful of our social responsibility and respect the laws, customs and traditions of the countries in which we operate. We strive to avoid any activities that are not in line with international standards of conduct.

We use natural resources sustainably and endeavor to minimize any negative external impacts on the environment caused by our business activities. In doing so, we promote environmentally friendly technologies, particularly those that save energy and water, within our processes.

Our hazardous materials management ensures that all hazardous substances are safely stored, transported and disposed of. We refrain from using prohibited substances in our products. It is our duty of care to adhere to the applicable laws, regulations and standards. Additionally, we do not use raw materials of unknown composition or origin, nor do we source from illegal suppliers.

We reject all forms of bribery, corruption, extortion, forced labor, human trafficking and economic crime. At the same time, we support and endorse national and international efforts to prevent violations of these standards (UN Charter). Through our whistleblowing procedure, individuals have the opportunity to report serious concerns. We thoroughly review every report and, if necessary, take appropriate measures.

Willich, 24.01.2025

Maurice Rehrmann
Chief Executive Officer

Christian Schrade
Chief Executive Officer