

PIA is committed to its economic, social and ecological responsibilities and respects internationally recognized human rights as well as labour, social and environmental standards. We are guided by internationally recognized guidelines and principles concerning sustainability, in particular the principles of the [United Nations Global Compact](#). Within the PIA Group we follow our sustainability standards, which are formulated in the "[PIA Code of Conduct](#)".

At PIA we strive for open, trustworthy and honest relationships with our suppliers and respect their legitimate interests. We have high expectations of our suppliers in terms of fair prices, top quality, on-time deliveries and legal compliance. In addition, we expect our suppliers to continually improve and optimize their operational processes and technologies. In this context, PIA appreciates the corresponding independent certifications in the areas of quality, environment and occupational health and safety (e.g. norms ISO 9001, ISO 14001, ISO 45001, etc.).

The prevailing document summarizes our core principles and standards for all our suppliers of production materials and non-production-related supplies.

I. Social responsibility

The protection of internationally proclaimed human rights must be respected and adhered to by our suppliers. We expect our suppliers to give their employees the right to freedom of association, to join a union and to appoint an elected representative. Furthermore, we expect our suppliers to uphold the effective recognition of the right to collective bargaining.

All forms of forced and compulsory labour, child labour as well as discrimination of any kind (e.g. in terms of gender, race, skin colour, religion, age, sexual orientation, disability, etc.) are not acceptable at all means and must be eliminated.

The remuneration and social benefits must meet the legal requirements with regard to minimum wages, overtime and prescribed social benefits, as well as compliance with working hours and vacation times. Occupational safety and hygiene regulations of the respective statutory provisions must be observed at the workplace. Employees shall be regularly informed and trained about applicable health and safety rules and measures.

Only raw materials should be used in the products and components supplied to PIA, whose extraction, transport, trade, processing and export neither directly nor indirectly provides funding to conflicts and human rights abuses. This applies in particular to conflict minerals (e.g. tin, tungsten, tantalum, gold) – in this context, we expect our suppliers to implement procedures that comply with the guiding principle "OECD Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas".

II. Ecological responsibility

We expect our suppliers to comply with environmental laws, regulations and standards. By conserving natural resources and using state-of-the-art technologies, environmental media such as soil, air and water shall be protected as good as possible.

Suppliers shall strive for economic solutions to improve energy efficiency and to minimize energy consumption. In particular, activities, which contribute to climate protection, should be the focus.

To keep the ecological footprint as small as possible, the priority should be to avoid wastewater, air emissions and waste. If this cannot be avoided completely, appropriate monitoring and treatment of wastewater, air emissions and waste (recycling, appropriate disposal) must be carried out.

A responsible raw material procurement and handling of hazardous substances is important to us. The origin of the raw materials used must therefore be carefully checked. Only raw materials which do not contribute to serious environmental damage, should be used in products and components supplied to PIA. Appropriate procedures must be in place to ensure that hazardous substances can be safely handled, transported, stored, reused or disposed of.

III. Ethical business conduct

Our ethical principles are based on loyalty, respect for fellow human beings and the environment, transparency, denial of corruption, fraud and unfair competition. Our suppliers must not tolerate but work against corruption in all its forms, including extortion and bribery.

Suppliers must comply with applicable antitrust laws, which prohibit in particular competitors from making agreements and other activities that influence prices or conditions.

Suppliers must observe the legal requirements for data protection and information security when using any data and information (i.e. collecting, storing, processing, transmitting and passing on information).

Intellectual property rights must be respected. Technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Conflicts of interest shall be avoided, whereby entrepreneurial decisions should be made solely on the basis of comprehensible economic criteria or objective criteria.

We expect our suppliers to manage a whistle-blower system including protection against retaliation so that grievances do not pass unnoticed.

IV. Ensuring compliance, consequences of misconduct and grievance mechanism

Suppliers are called upon to make contractual arrangements to ensure all their subcontractors comply with the standards and rules set out in this document. With regard to supply chains, we expect our suppliers to identify risks within the supply chains and to take appropriate measures. In case of suspected violations and to ensure the security of supply chains with increased risk, PIA requires disclosure of the relevant supply chains. .

A violation of these standards and regulations can be a reason to terminate the business relationship including all associated supply contracts. The suppliers commit to comply with the stated principles and requirements and to act responsibly.