



**PANKONIN**<sup>®</sup>  
CORPORATE WEAR  
since 1986

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## Code of Conduct (CoC) for PANKONIN CORPORATE WEAR GmbH

We are a design and production company for corporate wear. We have been working successfully for German companies from various industries for 35 years. We design corporate wear, merchandising and promotional items and have them manufactured by production companies in Europe and Asia.

We are fully aware of our responsibility towards our customers, employees and the organisations in which we operate. We have therefore established strict ethical principles for ourselves that guide us in our business activities.

We expect our suppliers, i.e. all companies that have a business relationship with **PANKONIN CORPORATE WEAR GmbH**, to base their actions on the same ethical principles.

### **Laws and ethical principles:**

Both **PANKONIN CORPORATE WEAR GmbH** and its suppliers comply with all laws applicable to the company. This applies in particular to:

### **Child labour:**

Neither **PANKONIN CORPORATE WEAR GmbH** nor our suppliers employ children under the legal minimum employment age in the respective country or jurisdiction.



CERES-0551



**Forced labour:**

Neither **PANKONIN CORPORATE WEAR GmbH** nor our suppliers use forced labour, bonded labour or involuntary labour. Labour must always be voluntary. Our suppliers ensure that employees do not pay any fees or other payments to be employed during the entire recruitment phase and employment period.

Punishment, psychological and/or physical coercion are prohibited.

**Remuneration and working hours:**

We comply with all applicable national laws and binding industry standards on working hours, overtime, wages, salaries and other employer benefits. All employees receive their agreed remuneration on a regular basis.

Deductions from wages and salaries as a disciplinary measure are not permitted.

**Freedom of association and collective bargaining:**

Our employees are free to join a trade union / employee representative body of their choice. Collective bargaining is possible within the framework of the applicable laws.

**Diversity:**

There is no discrimination based on gender, race, religion, age, disability, sexual orientation or national origin.

**Labour protection:**

Both **PANKONIN CORPORATE WEAR GmbH** and our suppliers adhere to applicable occupational health and safety measures and ensure a safe and healthy working environment in order to maintain the health of employees, protect third parties and avoid accidents, injuries and work-related illnesses.

**Data protection:**

We comply with the applicable data protection and security laws and regulations. This applies in particular to the personal data of customers, employees and consumers.

**Bribery and corruption:**

We comply with all applicable national and international anti-corruption rules, laws, regulations and standards. We do not offer or promise anything of value (either directly or indirectly) to improperly influence official action or to gain an improper advantage in order to induce or obtain business.

**Money laundering:**

We comply with all applicable anti-money laundering laws and regulations.

**Fair competition:**

We comply with all applicable competition and anti-trust laws.

**Environment:**

We comply with all applicable environmental laws, regulations and standards.

**Compliance with the Code of Conduct for our suppliers:**

**PANKONIN CORPORATE WEAR GmbH** reserves the right to verify compliance with the requirements of the Code of Conduct for our suppliers.