

Pektron’s Commitment to Social Responsibility

At Pektron, we believe in mutual respect and open, constructive dialog. We believe that upholding human rights and freedoms is essential to running a successful business. We balance our commercial activities and providing innovative products to our customers with compliance to applicable laws.

We pride ourselves in providing our associates with the professional development, support and resources they need to ensure they are successful in whatever role they fulfil.

The key to maintaining a sustainable business is to ensure the efficient and effective use of available resources is balanced with the economic requirements of our business and the expectations of our interested parties. Our Employee Handbook provides detailed approach to various issues affecting Pektron, our employees and our local and national environment.

Social Sustainability

Social Responsibility	We respect the laws and culture of different countries. We embrace the diversity of cultures introduced by our customers, suppliers and employees
Human rights	We respect human rights. We actively promote ethical behaviour in line with our values and code of conduct.
Child labour and Young Workers	Pektron does not tolerate any form of child labour. All workers’ age of employment complies with UK law.
Forced labour	Pektron does not tolerate any form of forced or compulsory labour. Pektron does not tolerate any form of human trafficking.
Remuneration <i>Ref. 15</i>	Pektron honours the right to a reasonable remuneration. The remuneration granted by Pektron equals or exceeds the minimum levels stipulated by applicable laws and regulations and is in line with industry expectations in our area.
Hours of Work <i>Ref. 7</i>	Working hours, including overtime and holiday allowances, comply with the UK Working Time Regulations 1998.
Pensions <i>Ref. 17</i>	Pektron complies with the UK Part 1 of the Pensions Act 2008.
Freedom of Association	Pektron recognises employees’ freedom of association and employees have the right to join labour unions, seek representation and join workers’ councils as mandated by UK law. Pektron’s employees actively shape the contents of our ‘Employee Handbook’.
Equal Opportunity / Harassment Policy <i>Ref. 40</i>	All Pektron’s employees are empowered to communicate with Top Management and other managers when they feel the need to do so, without any fear of reprisal, intimidation or harassment. We are committed to diversity. All employees at Pektron enjoy equal opportunity, regardless of age, gender, race, religion, nationality or sexual orientation. Pektron does not tolerate any form of discrimination or harassment.
Health and safety <i>Ref. 37/39</i>	We strive to provide safe working facilities. We take suitable precautions to protect the people in our company from accidents and work-related illnesses. We maintain an emergency management system for the prevention of injury to persons and damage to property or the environment. We comply with UK occupational health and safety laws.

Environmental Sustainability

Environmental Protection *Ref. 3*

We are committed to protection of the environment. We have implemented an Environmental Management System and Environmental Policy. We strive to reduce the use of natural resources and generation of waste. We comply with prescribed UK law and any other relevant regulations.

Business Ethics

Code of Conduct

Responsibilities of Pektron and Pektron's employees are laid out in the 'Employee Handbook'. Pektron provides all employees with comprehensive induction training to raise awareness of CSR topics.

Bribery and Corruption *Ref. 25*

We do not tolerate any types of unethical behaviour such as accepting bribes. We take all possible actions to prevent such instances from occurring

Suppliers

We appreciate the contributions of our suppliers. Over the years we have built close and trustworthy relationships within our supply chain that are based on mutual respect. We convey the principles laid out in this policy to our suppliers. We expect our suppliers to implement and follow these principles.

The Social Responsibility Policy has full support of all the Pektron's Top Management.