

As a company, we see it as our task and obligation to play a positive role in shaping society and to assume social and social responsibility.
That is why we are committed to the principles of the **UN Global Compact**.

Principle 1: Companies should support and respect the protection of international human rights.

Principle 2: Companies should ensure that they are not complicit in human rights violations.

The respect and observance of human rights, to which PIOFLEX is fully committed, we do not see any particular risk exposed by German legislation and control.

Principle 3: Respect for freedom of association / Right to collective bargaining

PIOFLEX has a works council for all employees. Both the management and the owners of the company are concerned to involve the bodies of the employee representation in relevant decisions of the management.

Principle 4: Elimination of all forms of forced labour

Forced labour is prohibited in Germany under the provisions of The European Convention on Human Rights (ECHR). Germany joined the ECHR as early as 1952.

Principle 5: Abolition of child labour

Due to the legal provisions in force in Germany, in particular the provisions on the employment of children and adolescents, it is ensured throughout Germany that the work of children (minors up to the age of 15 or until the later termination of compulsory schooling) is generally prohibited. Young people up to the age of 18 may only be employed to a limited extent, in particular in the context of a teaching or other training relationship.

Principle 6: Elimination of discrimination in employment and employment

Within our company, the topic of diversity is particularly important. Both the qualifications and the diversity of our applicants have changed considerably in recent decades. By opening up borders within the EU, we are dealing with a wide range of nationalities and languages. In the selection of our employees, we therefore attach great importance to flexibility, both in thinking and acting, in addition to the existence of the technical requirements.

Principle 7: Precautionary approach to dealing with environmental problems

A preventive approach is ensured by consistently taking into account the environmental approach in the procurement of supplies-auxiliary materials as well as the planning and implementation of the production processes. PIOFLEX is ISO 14001 environmental management certified. We meet the requirements of IMDS, REACH and RoHS.

Principle 8: Initiatives for a greater sense of responsibility for the environment.

PIOFLEX has clear guidelines on environmental issues.
Various improvement projects in the field of environmental protection
Reduction of colour prints by presetting black/white
Waste separation at every PIOFLEX workstation

Principle 9: Promoting the development and dissemination of environmentally friendly technologies

Our production is equipped according to the state of the art. When new acquisitions are made, we promote environmentally friendly technologies.
PIOFLEX is ISO 14001 certified.
90% of the lighting in production was converted to LED technology.
The latest compressor technologies significantly reduce power consumption. We drive a full electric company vehicle.

Principle 10: Companies should fight against all types of corruption, including extortion and bribery

Corruption is seen as an abuse of entrusted power for private gain. In the public sector corruption is damaging confidence in an independent and law-abiding administration. Corruption damages and undermines fair competition.

For example, organs and employees of German companies are prohibited by law from claiming, accepting or promising or offering, promising or granting an advantage for a breach of duty or omission of a legal act.

Certified

ISO 9001
ISO 14001
FSSC 22000
FSC

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