

PGM “Code of Conduct” Document 102 Issue 3rd March 2010

The “Prüfgemeinschaft Mauerbohrer e. V.” - hereinafter “PGM”, is a certification body for masonry drill bits. The PGM Mark on a drill bit certifies, that this product is suitable for a safe installation of anchor fixings, in accordance with the relevant requirements of the European Approval Guideline for Anchors. PGM member companies are producing masonry drill bits to strict standards. They are also committed to their social and environmental responsibility as defined in this Code of Conduct.

The PGM Code of Conduct is based on the “UN Global Compact's” ten principles in the areas of human rights, labour, the environment and anti-corruption as well as from the “Paris Convention for the Protection of Industrial Property” on the protection of trade marks, patents and know-how. These principles enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

The Global Compact obliges companies to embrace, support and enact, within their sphere of influence, a set of core values as defined:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

derived PGM principles:

- Safe working conditions for all employees.
- Personal protective equipment such as eye wear and hearing protection provided free of charge for the workers.
- Safety guarding to machinery.
- Adequate ventilation, well-lit work stations, clean rest stations, an infirmary and adequate unlocked fire escapes.
- No exposition to toxic levels of pollutants.
- No physical or mental punishment.
- Reasonable employee work hours in compliance with local standards and applicable laws.
- Payment based on legal wages and benefits.
- Hours worked in excess of regular working hours must be compensated accordingly.

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Labour Standards

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

derived PGM principles:

- No discrimination against workers based on race, colour, national origin, gender, religion, disability, sexual orientation, membership in labour associations or political belief.
- No child, forced or prison labour (“child”: a person under the age of 15 or higher according to local law).

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Environment

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

derived PGM principles:

- Operations in line with local environmental legal regulations.
- Proper handling and storage of chemicals.
- Use of recycled and non-toxic materials whenever possible.

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Anti-Corruption

- Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

derived PGM principles:

- Compliance with the highest standard of moral and ethical conduct.
- No engagement in any form of corrupt practices, including extortion, fraud, or bribery according to the applicable laws and to the principles of the World Economic Forum Partnering Against Corruption Initiative (PACI).

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Intellectual property rights

The protection of intellectual property rights and know-how is subject of national and international laws, treaties and rules.

derived PGM principles:

- Strict respect of intellectual property rights like trade marks, designs and patents.

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Note: All principles mentioned above shall be also valid for contracting, sub-contracting or other manufacturing relationships

Sources:

- United Nations Global Compact:
<http://www.unglobalcompact.org/>
- Paris Convention for the Protection of Industrial Property:
<http://www.wipo.int/treaties/en/ip/paris/>
- World Economic Forum Partnering Against Corruption Initiative (PACI):
<http://www.weforum.org/en/initiatives/paci/index.htm>