



P+S compliance regulations

The P+S Polyurethan-Elastomere GmbH & Co. KG has adopted compliance policies to prevent wrongdoing and to promote ethical behavior, as well as compliances with applicable laws, regulations and other legislation. As mentioned in our existing codes of conduct, we have to maintain high ethical standards and proper business practices, because no business justifies it to jeopardize the reputation of our company.

For this reason, we want our business partners to call the attention to our compliance policies. Business partners are companies, which are not associated to the P+S Polyurethan-Elastomere GmbH & Co. KG, of which P+S purchases goods and services. This can be, for example, suppliers, consultants, agents, other providers of goods and services, and so on.

P+S does not tolerate any form of corruption or other unfair business practices. Transparency and openness are basic conditions for P+S to ensure trust and credibility in business transactions and interactions with business partners.

Our business partners avoid conflicts of interest, which can lead to corruption risks. In connection with their activities for P+S, our business partners provide invitations to employees of P+S only, if they are reasonable, not done in anticipation of an unauthorized payment or other favours, as well as they do not violate applicable law (especially anti-corruption legislations).

The same applies to the giving or accepting gifts, other benefits or advantages of any kind. Our business partners do not tolerate any form of unlawful tangible and intangible benefits (including their offer) to officials or other comparable persons (whether directly or indirectly through third parties).

Our business partners meet all relevant anti-trust regulations. In particular, they do not make arrangements and agreements that effect prices, conditions, policies or customer relations especially in the participation to tenders. The same applies to the exchange of commercially sensitive information, as well as other conduct that restricts or may limit competition in any manner.

P+S emphasises partnerships between P+S and its business partners. In cases of serious violations of the law (in particular the commission of offenses) and ethical standards, P+S reserves the right to implement appropriate sanctions against the respective business partners. This may also result in the immediate termination of the business relationship, as well as the assertion of compensation claims and other rights.

Manfred Heckert

Managing Director

Jürgen Bleick

Managing Director

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