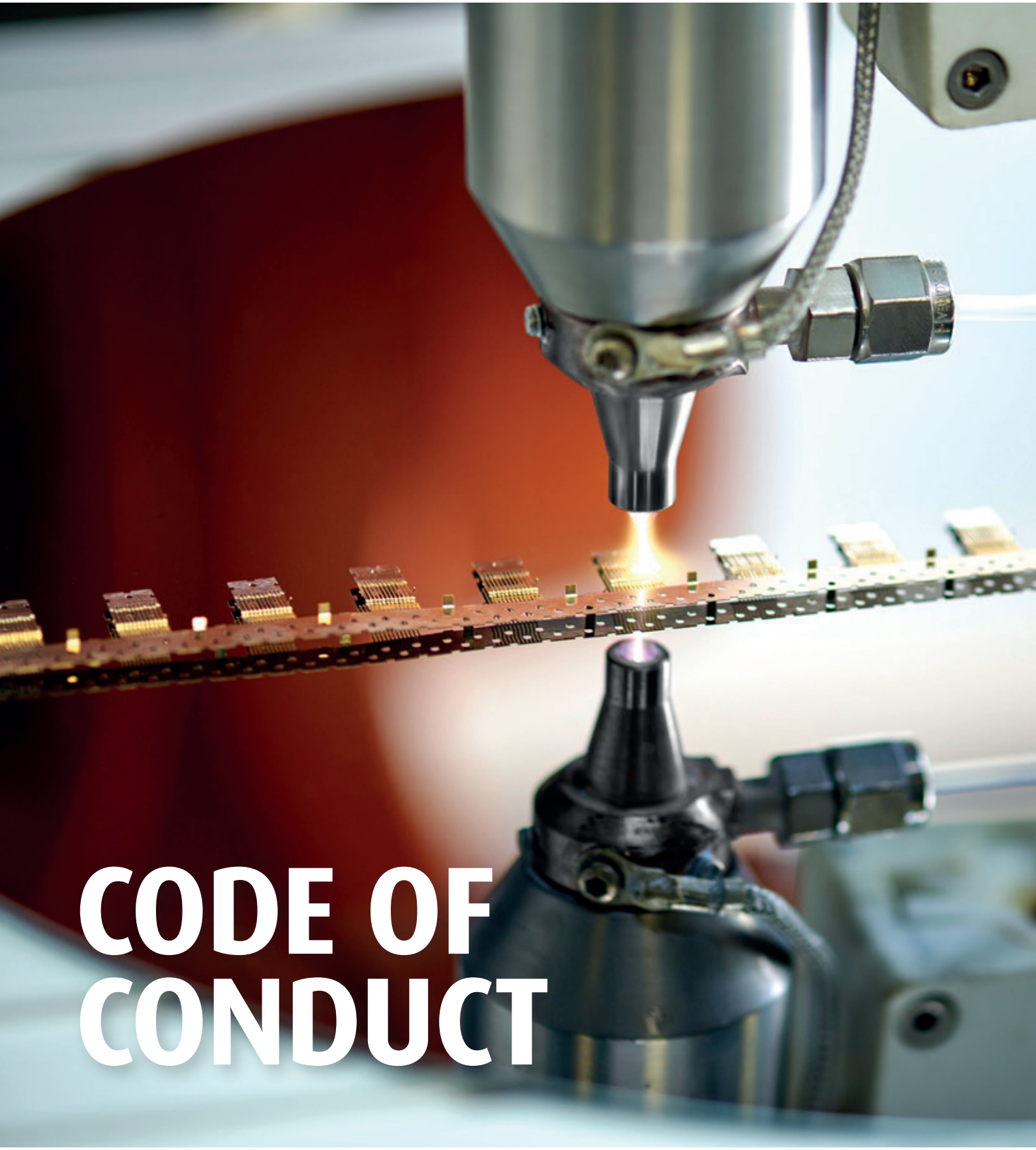
plasmatreat



CODE OF CONDUCT

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Dear colleagues, business partners, customers, suppliers,
Dear readers,

As founder and CEO, I would like to take this opportunity, together with my sons, to present our Code of Conduct to you. This document is not only a guideline for our daily actions, but also a reflection of what we stand for and what we strive for. Our work with plasma in surface treatment has revolutionized the way industrial processes are designed. We have made processes more sustainable, efficient, and economical and established ourselves as pioneers of the most advanced surface treatment.

As a global leader in the development and manufacture of atmospheric pressure plasma systems, we strive to continually redefine the boundaries of plasma technology while maintaining the highest standards of environmental responsibility. Innovation is a way of life for us at Plasmatreat.

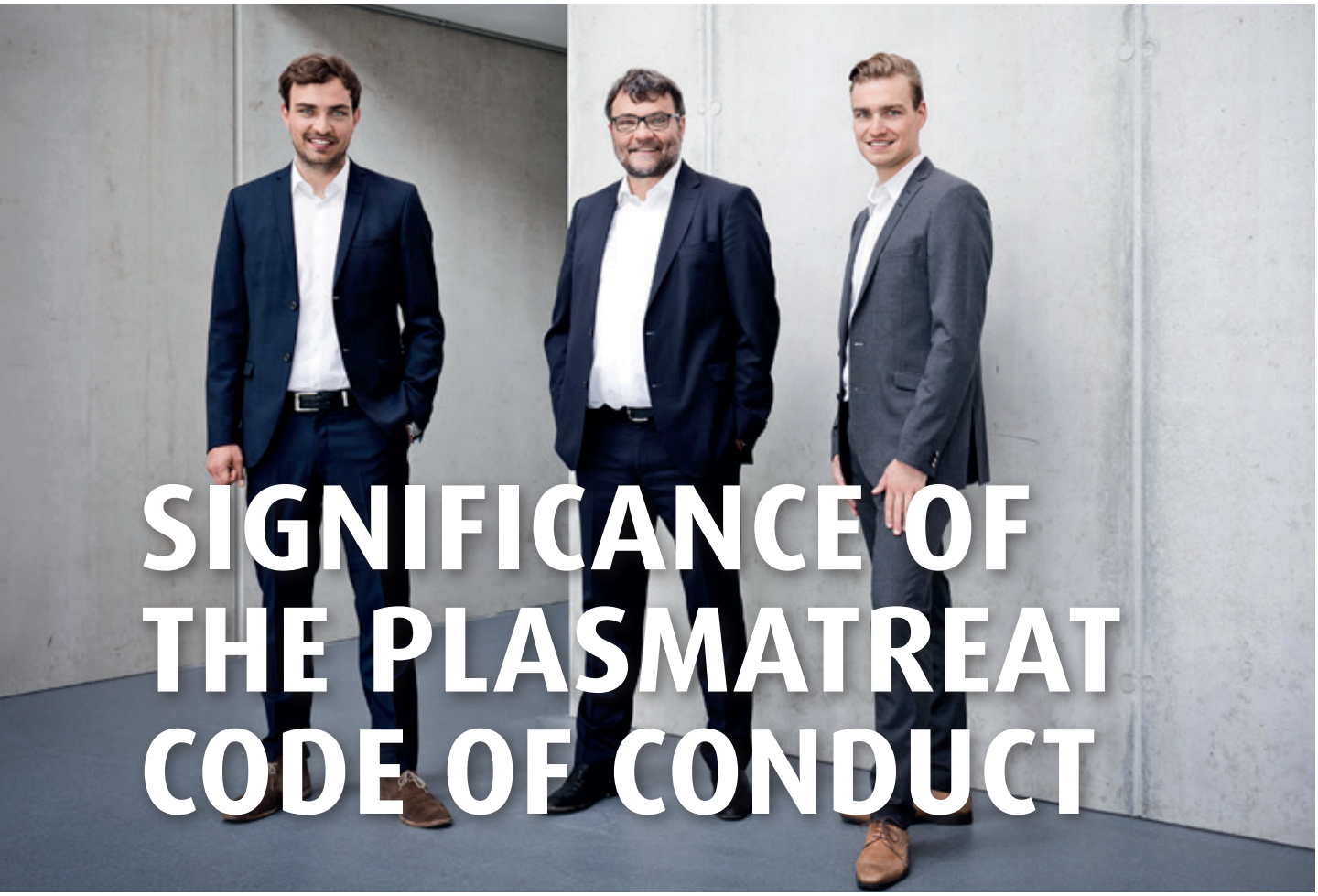
As a family business, we attach great importance to everyone being seen and treated as part of one big family. This spirit of togetherness and mutual respect is the basis of our success. Our Code of Conduct is designed to promote an ethical, respectful, and professional working environment that reflects our vision and the expectations of our employees, business partners, customers, suppliers, and everyone we work with. It should inspire us to always do the right thing and guide us in our pursuit of excellence. We are proud to work with each and every one of you at Plasmatreat. Together, we have the opportunity to make not only our industry, but also the world a better place.

We thank you for your commitment, dedication, and contribution to our shared success.

With best regards,

Christian Buske

Lukas Buske



SIGNIFICANCE OF THE PLASMATREAT CODE OF CONDUCT

ROLE OF THE CODE OF CONDUCT IN DAY-TO-DAY BUSINESS

Our Code of Conduct serves as a compass for ethical and professional cooperation at Plasmatreat. It sets the standards that each of us – regardless of position or location – should apply in our day-to-day business. This Code helps us to comply with legal and ethical requirements, strengthens our reputation and promotes a positive working environment. It provides guidance on how to act in accordance with our corporate values at all times. Violations will not be tolerated, and it is our shared responsibility to report and prevent unethical behavior. Our Code of Conduct forms the basis for our corporate culture and our commitment so we can positively impact our community and the environment.

COMPLIANCE WITH APPLICABLE LAW

Compliance with all relevant laws and regulations is the foundation of our actions. All employees in the company are responsible for acting in accordance with the law and thus contributing to the integrity and trustworthiness of our company. In cases of doubt, we actively seek advice and clarity and ensure that our decisions are always within the framework of applicable law. Violations of applicable laws and regulations can have serious consequences for the company and its employees, such as criminal prosecution, consequences under employment law, compensation for damages or damage to reputation.

WHO DOES THE CODE OF CONDUCT APPLY TO?

Our Code of Conduct applies without restriction to all employees, partners, customers, suppliers, and other parties involved in our company. Like a family, we treat each other with respect and dignity and expect all of us to share and live by the principles set out in this Code. These shared values form the foundation of how we work together and ensure that not only individuals, but also the whole company act with integrity. It is essential that everyone associated with our company in any way understands and applies this Code as a binding guide to ethical and lawful behavior. Furthermore, this Code will always be available to all relevant parties.

PROMOTE SPEAK-UP-CULTURE

In our pursuit of an open and respectful work environment, it is important to us that you feel safe to report violations or concerns – without the fear of negative consequences, even if it concerns matters that affect you personally. We encourage an open, trusting dialog among all employees and place great importance on allowing views and opinions to be expressed freely. If you encounter problems or observe unethical behavior, please report it to a supervisor or the HR department. We believe that openly raising concerns helps to prevent and reduce misconduct. Plasmatreat stands firmly behind anyone who speaks up and protects those involved from retaliation. Free and critical thinking is an essential part of our corporate culture. Hence, we encourage everyone to speak up! Your input is vital for making our work environment safe and supportive.

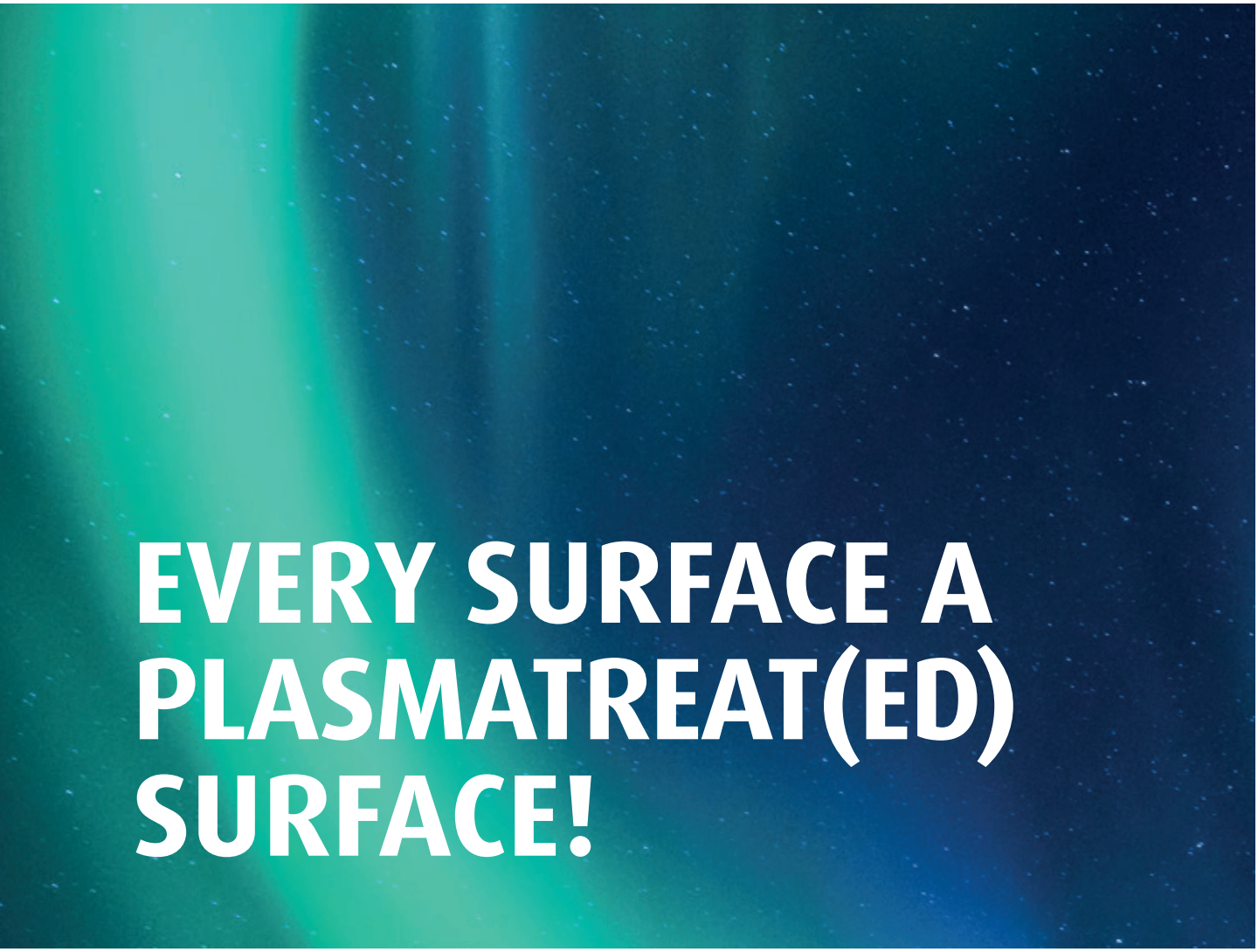
ASK QUESTIONS

We know that openness and transparency are the basis of a trusting work environment. We therefore encourage all our employees, partners, customers, suppliers, and other parties involved in our company to ask questions openly and honestly. This is especially true when ambiguities, irregularities or concerns arise regarding our Code of Conduct or other aspects of work. We recognize that this Code cannot cover every specific situation or resolve every possible dispute. Therefore, it is important that you ask questions if you are missing information or if you feel unsure about how to act in certain situations. We think asking questions is a sign of responsibility and commitment to ethical behavior, not a sign of weakness. Our managers and the HR team are encouraged to take your questions seriously and support you to find the best solutions together.

Contact for questions and concerns:

HR-team
hr@plasmatreat.de
Phone +49 5204 9960 1052

Do not hesitate to contact us. Together we can ensure that our working environment remains one in which everyone feels valued, safe and heard.



EVERY SURFACE A PLASMATREAT(ED) SURFACE!

WE THINK SURFACES!

Surfaces and their functionalities – that is the focus of our thinking, knowledge, and commitment.

- What happens to these surfaces when they come into contact with Plasma – when Plasma transfers its transforming energy to the surface?
- How can plasma change surfaces chemically, mechanically or physically in order to revolutionize their areas of use?
- What new materials can be used – thanks to new surfaces?
- Which production processes, potentially including entirely new ones, will be made possible by such a change?

In seeking the answers, we are pushing the boundaries and understanding of physics and chemistry to find innovative, continuously enhanced solutions while facing the challenges of our era.

WE TRANSFORM SCIENCE INTO INDUSTRY-READY APPLICATIONS.

We can transform the realm of science into industrial applications.

Due to the unique combination of our scientific understanding of plasma technology, physics, chemistry and biology, as well as our extensive practical experience, we continuously find new pathways to transform the realm of science into industrial applications.

Every day, we work hand in hand with leading institutes and universities to explore fascinating topics of surface treatment. We verify the answers and translate them into solutions on an industrial production scale. Whether technician or engineer – innovation and technology is our passion and our enthusiasm!

In this way, the expertise we gain from our research is directly applied as a solution for our customers.

WE ENABLE PLASMA-BASED SURFACE SOLUTIONS IN INDUSTRIES.

Together we develop tailored solutions for each product and create new standards for the products of the future.

The international Plasmatreat network combines extensive expertise technology and process expertise. Thereby, our whole team always keeps an eye on our customers, who are operating in various industrial sectors.

We team-up with our customers to conduct in-depth studies of their processes and to analyze the production flow and the potentials of a successful plasma implementation in their industry.

In doing so, we go the extra mile to find the best solution and achieve the best result for our customers.

WE PROTECT THE CLIMATE AND NATURE.

Continuously striving for environmentally friendly products and processes, we stand for a clean environment.

- After all, our plasma technology enables low-emission production processes, reducing significant CO_2 emissions and avoiding countless tons of chemicals.
- By simply using air and electricity, we create new surfaces and enable completely new (previously unthinkable) material compositions.
- The industrial use of our Plasma solutions offers virtually unlimited possibilities for shaping innovative processes which, at the same time, are more sustainable.

Simultaneously, we also apply the highest standards to our own work. We create safe processes for people and the environment without hazardous chemicals, while protecting the earth's natural resources.

WE ARE GLOBALLY INSPIRED AND PRESENT.

With our own Plasmatreat subsidiaries in more than 15 countries, we understand our customers regardless of the language they speak.

We advise and supervise our customers locally, on site, while keeping our eye on the world. As a team, we work on innovative solutions and transfer our expertise across industries and countries.

In doing so, we constantly discover new potentials and we grow together. Our customers benefit from our worldwide, professional 24/7 service. Plasmatreat installations run safely and reliably around the world.

Our sales, service and production network cares deeply about our customers' satisfaction.

INTEGRITY IN DEALING WITH EMPLOYEES

EMPLOYER AND EMPLOYEE BEHAVIOR

At the heart of our company is the conviction that each and every one of us is a leader in his or her field. We understand leadership not only as a position, but also as a behavior and attitude that reflects responsibility, respect and commitment towards the team and the company's goal. We see ourselves as a family and work as a team with open communication and mutual trust.

Dos

- ✔ Appreciate, support, and encourage each individual.
- ✔ Act as a team player and deal with risks or conflicts proactively.
- ✔ Lead conversations with authenticity and humility; respect the points of view of others.
- ✔ Foster a speak-up culture where employees feel encouraged to raise concerns – especially because silence could lead to bigger problems. In the same vein, actively listen to your employees and try to understand the perspectives of others rather than just acting in your own interests.
- ✔ Make decisions solely in the best interests of Plasmatreat.
- ✔ Take personal responsibility for upholding the Code of Conduct.
- ✔ Provide enthusiastic direction and motivate the team. From employer to employee, and vice versa.

Don'ts

- ✖ Do not hinder or influence others in their right to express themselves.
- ✖ Do not treat anyone better or worse based on hierarchy.
- ✖ Do not make decisions hastily and without due consideration.
- ✖ Do not avoid responsibility or pass it on to others.

Plasmatreat is at home in the world and represented in many different countries

We are proud of our diversity and different nationalities. When recruiting, selecting and promoting our employees, ethnic origin, skin color, religion, gender, age, sexual orientation, gender identity, marital status, disabilities or similar matters do not play a role. Our goal is to create an inclusive work environment where differences are welcomed and utilized to achieve better business results. Our success is built on the success of our people.

HEALTH AND SAFETY AT WORK

Health and safety in the workplace are fundamental for our corporate culture. We are committed to fair working conditions and take care of the physical and mental well-being of our employees.

We achieve this through regulated break times, the offer of high-quality food and free hot and cold drinks in our company restaurant, regular team and running events as well as yoga courses and preventive medical check-ups.

Our commitment to health and safety is reflected in the continuous improvement of our working environment and the promotion of product and occupational safety awareness. We all have a responsibility to create and maintain a safe and healthy workplace.

Dos

- ✔ Actively take responsibility for your your own and your colleagues health.
- ✔ Pay attention to risks, assess them sensibly and take measures to reduce risks.
- ✔ Raise safety concerns immediately, especially if the well-being of certain people appears to be at risk.
- ✔ Always follow the applicable guidelines, especially in the production area.
- ✔ Report and document accidents immediately.

Don'ts

- ✖ Refrain from actions that could put others in danger.
- ✖ If you have safety concerns, do not carry out the activities and do not encourage others to do so.
- ✖ Never compromise on safety issues.
- ✖ Never ignore accidents and never fail to take the necessary first aid measures.

What should I do if I suspect a safety problem?

Interrupt your work and create safe working conditions for yourself and others before resuming work. In addition, it is important to report any safety issue immediately to your line manager or local health and safety representative.

What do I do if I have an accident?

First make sure that no further damage can occur and call for help if necessary. Then always report the accident or incident to your line manager or local health and safety officer and document it in accordance with the regulations. There is something to be learned from every accident and this could prevent future injuries to other people.

RESPECT AND TRUST – PROMOTING INCLUSION

Plasmatreat consists of a large global network. We like diversity and work with a wide range of people from many different countries. It is therefore common practice for us to promote inclusion and not discriminate against anyone. Above all, a healthy working relationship is based on mutual respect and trust among all employees.

Everyone counts and deserves consideration, regardless of position or role in the company, age, disability, nationality or origin, physical or mental abilities, social background, gender or gender identity, political activities, religion, etc.

By establishing respect and trust as the basis of our daily actions, we create a culture in which responsibility, personal integrity and collective success can flourish. It is our shared responsibility to live and promote these values in every interaction in order to create a work environment where everyone feels a sense of belonging and value.

Dos

- ✔ Treat everyone with respect.
- ✔ Show confidence in the abilities and decisions of others and give them the freedom to prove it.
- ✔ Be open to feedback and use it constructively to promote personal and corporate growth.
- ✔ Get to know your employees so that there is no room for prejudice.
- ✔ Recognize that diversity and inclusion are strengths and actively promote them.
- ✔ We treat each other like family.

Don'ts

- ✖ Discrimination in any form is strictly prohibited.
- ✖ Any form of harassment or exclusion will not be tolerated.
- ✖ Take responsibility for your own actions or decisions and do not pass them on to others.
- ✖ Do not suppress or minimize feedback, just as you do not exclude others from conversations or ignore their opinions.
- ✖ Do not spread rumors and do not sabotage others.

RESPECT HUMAN RIGHTS

Respecting and promoting human rights is the most fundamental principle at Plasmatreat. We see ourselves not only as part of the global economy, but also as part of the global community in which every human being should enjoy the right to respect, dignity and protection. Plasmatreat has a zero-tolerance policy towards all violations of human rights, including modern slavery and child labor, regardless of nationality, place of residence, gender, national or ethnic origin, religion or similar characteristics. Our commitment to human rights extends across our entire value chain – from employees and partners to customers and communities in which we operate around the world. By standing up for human rights, we contribute to a fairer, safer and more inclusive world.

Dos

- ✔ Make sure that others are not treated badly and report anything that seems strange to you.
- ✔ If there is no certainty about a situation, ask about it.
- ✔ If you think someone is in immediate danger, contact the police or other appropriate authorities directly.
- ✔ Get to know partners, customers and other collaborators carefully so that you can build on a common understanding.
- ✔ Agree on transparent reporting with all collaborators. If a company does not follow this and nothing changes on request, this can lead to the termination of the collaboration.

Don'ts

- ✖ Under no circumstances should you ignore indications that human rights could be disregarded.
- ✖ Never negotiate with third parties if you do not have precise knowledge of the working conditions and certainly not if poor working conditions are known.

TAKE RESPONSIBILITY FOR THE ENVIRONMENT

SUSTAINABLE PRACTICES

At Plasmatreat, we take on the daily challenge to integrate sustainable practices into every aspect of our activities. From research and development to production and beyond, we actively seek out environmentally friendly materials and processes. Our commitment to a sustainable future ensures that we minimize the use of hazardous substances, thereby contributing to the overall sustainability of our products. The use of plasma can replace chemical pre-treatment processes in many different industries and prevent chemicals from entering our ecosystem.

A small example: In addition to our environmentally friendly products, Plasmatreat is also committed to improve the environment on an individual level, for example through the option for our employees to rent job bicycles.

Help us to be more sustainable and try to ...

- ✔ Take active measures to minimize the consumption of water, energy and other resources.
- ✔ Reduce and recycle waste: Reuse as many materials as possible and keep waste to a minimum.
- ✔ Apply sustainability criteria when selecting materials and suppliers, such as choosing recyclable materials or products from sustainable production.
- ✔ Take ecological responsibility: Show initiative by making suggestions or initiating projects that improve environmental sustainability in the workplace.
- ✔ Regularly learn about sustainable practices and innovations and share the gained knowledge within the company.
- ✔ Actively support and promote the introduction and use of technologies that reduce environmental impact.

Do not avoid your responsibility by ...

- ✖ Ignoring the waste of resources like water, energy, or materials.
- ✖ Only paying attention to short-term results without considering the long-term ecological impact.
- ✖ Overlooking environmentally friendly alternatives: Convenience should not cause you to disregard more sustainable alternatives, even if they are more costly.
- ✖ Remaining uninformed: It is important to stay informed about new sustainability knowledge and practices. Ignorance can lead to decisions that harm the environment.

ENERGY EFFICIENCY

Plasmatreat is aware of the impact of energy consumption on the environment and therefore prioritizes energy-efficient technologies. We constantly strive to optimize our processes and use renewable energy sources wherever possible. By investing in energy efficiency, we not only reduce our carbon footprint, but also contribute to the global transition to sustainable energy practices.

Support us in our efforts by ...

- ✔ Using energy-saving modes to minimize energy consumption.
- ✔ Maintaining equipment and machinery to ensure that they operate efficiently and avoid wasting of energy.
- ✔ Using intelligent energy management systems that optimize energy consumption and reduce unnecessary consumption.
- ✔ Educating employees about energy efficiency and encourage them to be energy conscious, for example by switching off lights in unused rooms.

Avoid that ...

- ✖ Appliances run unnecessarily when they are not needed.
- ✖ Rooms are heated or cooled more than necessary in order to save energy.
- ✖ You stick with old, energy-inefficient appliances when modern, energy-efficient alternatives are available.

Renewable energies and energy saving – atmospheric plasma as a key technology

The Openair-Plasma® treatment and the PlasmaPlus® process enable new technological developments in this sector.

WASTE AVOIDANCE

Plasmatreat is consistently committed to reducing waste. We use responsible manufacturing processes that minimize the amount of waste generated and place great importance on the efficient use of raw materials and recycling.

Make sure ...

- ✔ To use reusable products over disposable items to reduce waste.
- ✔ Recycling bins are accessible and clearly visible and encourage employees to take recycling seriously.
- ✔ To use digital documents instead of paper wherever possible to minimize paper waste.
- ✔ To purchase consciously and prioritize products with minimal or environmentally friendly packaging.
- ✔ To encourage the repair of broken items and upcycle to extend the life of products.
- ✔ To educate employees about waste prevention and management to raise awareness.
- ✔ To take suggestions for waste reduction from employees or customers seriously, as they can often offer valuable ideas.

Be mindful ...

- ✖ If you produce more than necessary, as this can lead to unnecessary waste.
- ✖ In the use of resources to avoid waste.
- ✖ When using packaging or materials that are difficult to recycle.
- ✖ When disposing hazardous substances or special waste. These do not belong in normal waste. Use special disposal services.

Environmentally friendly processes thanks to VOC and CO_2 reduction using Openair-Plasma®

The use of solvent-based products emissions of volatile organic compounds, or VOCs for short, pollutes global climate as well as human health. Surface modification with Openair-Plasma® is a future-proof, environmentally friendly alternative for surface pre-treatment.

COOPERATION FOR SUSTAINABILITY

Plasmatreat actively collaborates with industry partners, institutes, authorities, and environmental organizations, both as a recipient of information and as a provider of input on best practices and regulatory standards. Through this collaboration, we ensure that we meet our environmental responsibilities with the latest advances in sustainable practices.

Assist us in the expansion of our environmentally friendly cooperations by ...

- ✔ Selecting third parties who share similar sustainability values and have a proven track record of environmental awareness.
- ✔ Working with partners on joint sustainability projects that have a positive impact on the environment and society.
- ✔ Being transparent about environmental and social practices and sharing sustainability goals and expectations with partners.
- ✔ Integrating sustainability clauses into contracts with third parties.
- ✔ Conducting regular reviews of your partners' environmental performance and work together to make improvements.
- ✔ Involving partners in discussions about sustainability initiatives and use their feedback to improve collaboration.

You do not help us if ...

- ✖ You assume that partners automatically follow environmentally friendly practices without reviewing their procedures and policies.
- ✖ You overlook warning signs that partners may be violating environmental or social standards.
- ✖ You focus solely on short-term profits at the expense of long-term sustainability.
- ✖ You are inflexible to new ideas or approaches to improve sustainability in the partnership.
- ✖ You fail to regularly review and evaluate progress towards agreed sustainability targets.

RIGHTEOUSNESS IN BUSINESS RELATIONS

PROTECTION FROM BRIBERY AND CORRUPTION

At Plasmatreat, we place great importance on ethical standards and have zero tolerance for bribery or undue influence. We view our business relationships as a partnership and treat our customers and suppliers as part of our extended family. Gifts are only permitted, if they serve a legitimate business purpose and do not constitute consideration for an unlawful advantage. The gift should not be of excessive value and should not exceed the limits of normal business practice or the normal standard of living of the recipient. In principle, both donations and sponsorship activities are permitted, but they should not be used to obtain illegal business advantages.

Dos

- ✔ Be proactive and report any attempt at bribery or undue influence by third parties.
- ✔ Resolutely refuse any gifts or invitations that you consider inappropriate or that cross the line of common courtesy.
- ✔ Always act transparently to avoid any conflicts of interest and ensure that all business decisions are made fairly and impartially.
- ✔ Participate when training is offered on the topic.

Don'ts

- ✖ Never engage in attempts at bribery or undue influence that could be aimed at influencing business decisions.
- ✖ Do not try to ignore or cover up problematic situations.
- ✖ Do not allow personal relationships or benefits to influence business judgment.

COLLABORATION WITH THIRD PARTIES

At Plasmatreat, it is very important to us that we work only with partners who meet our high standards, especially with regards to environmental aspects. This thorough selection not only guarantees the quality of our products and services, but also ensures that our ethical, social and environmental principles are respected. To achieve this goal, we follow a clear approach when selecting and cooperating with third-party suppliers. By requiring our partners to share our code and principles, we foster an environment where ethical behavior and sustainability are at the heart of all business decisions.

Dos

- ✔ Always conduct a comprehensive review of the third party with specific attention to risks before signing any contracts.
- ✔ Regularly monitor the third party's compliance with our standards and Code of Conduct.
- ✔ Always make all important information about the partnership transparent internally so that expectations and obligations are clear.
- ✔ If a third party's behavior continues to be inconsistent with our Code, take immediate corrective action or even terminate the relationship.

Don'ts

- ✖ Never sign contracts or agreements without prior thorough examination and internal consultation.
- ✖ Never decide whether to collaborate based on assumptions or superficial impressions.
- ✖ Never try to work around internal policies or regulatory requirements to facilitate or expedite a collaboration.

FIGHTING FINANCIAL CRIME

Our efforts at Plasmatreat are also focused on the integrity of our business operations. We recognize the importance of combatting money laundering, tax evasion and financial crime in general – not only as a legal obligation, but also as an essential part of our ethical business management. In addition, we only accept funds from legal sources and refuse to conduct business in a way that enables or facilitates tax evasion by suppliers, customers or other third parties. This demonstrates our commitment to transparent, responsible, and sustainable business practices and strengthens the trust of our customers, suppliers and partners.

Dos

- ✔ Carefully review all financial transactions and business relationships to ensure that they do not contribute to money laundering or other forms of financial crime.
- ✔ Use the highest levels of accuracy, completeness, and responsibility in all business transactions.
- ✔ Always comply with tax regulations and contact our finance department if you have any questions.
- ✔ Report suspicious activities immediately.
- ✔ Comply with all relevant national and international laws, regulations, and standards in the fight against money laundering, tax evasion and financial crime.
- ✔ Make sure that the customer actually exists and that their funds come from legal sources.

Don'ts

- ✖ Never ignore or conceal signs of money laundering, tax evasion or other financial crime.
- ✖ Never omit or circumvent required checks and established procedures for transactions or business partners.
- ✖ Do not enter into agreements with customers that show opaque ownership or no documentation.

DEALING WITH CONFLICTS OF INTEREST

At Plasmatreat, we value good management of conflicts of interest in all our business relationships. Disputes can arise in various ways, have the potential to impair our judgment and impact our decision making negatively. However, a conflict of interest is not inherently a problem, but can have adverse consequences for Plasmatreat and its employees if the conflict is not reported or handled properly. We do not allow personal opinions to prevent resolution. Effective management requires an environment where openness is valued and encouraged. By proactively addressing conflicts of interest and managing them appropriately, we strengthen our corporate culture.

Dos

- ✔ Promptly report any actual or potential conflicts of interest.
- ✔ Once a conflict of interest is identified, evaluate it carefully and manage it to ensure that all decisions are made in the best interests of Plasmatreat.
- ✔ Seek professional advice when you are uncertain to make objective decisions.

Don'ts

- ✖ Never conceal a conflict of interest in the hope that it will go unnoticed.
- ✖ Never make decisions for personal gain at the expense of Plasmatreat or our customers, suppliers, and partners.
- ✖ Do not alter the evaluation or management process of a conflict of interest.
- ✖ Do not reject the advice and recommendations of others regarding the management of conflicts of interest.

DATA PROTECTION AND DIGITAL ETHICS

In today's digitized world, data protection is not only a legal obligation, but also a central aspect of our security at Plasmatreat. Every day there are new ways to attack data and data protection is becoming increasingly important. We understand the importance of responsible handling of personal and business-critical data and are committed to continuously train our employees in data protection practices. These are fundamental pillars of our daily activities and are essential for the protection and trust that our customers, partners, and employees place in us.

Dos

- ✔ Take part in the training courses to expand your knowledge of data protection practices and keep it up to date.
- ✔ If you are unclear or uncertain about data protection, it is important that you ask questions and seek advice.
- ✔ If data protection violations or vulnerabilities are identified or if you have made a mistake, report it immediately so that countermeasures can be taken promptly.
- ✔ Be conscientious about the secure storage and transmission of information and about access rights.

Don'ts

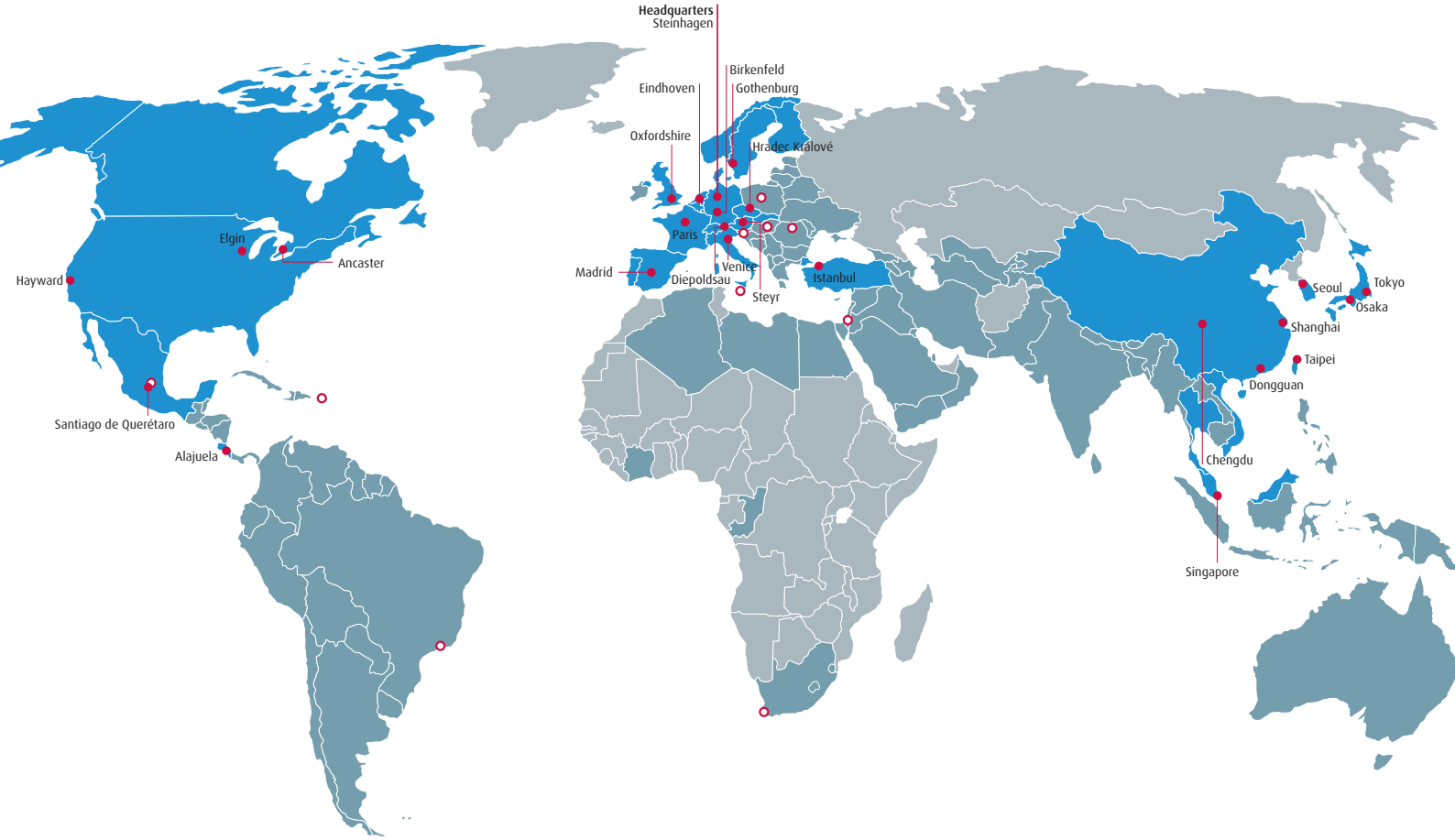
- ✖ Never ignore any uncertainties. Always ask before proceeding.
- ✖ Please do not skip any of the training courses offered, as there are always new types of attack.
- ✖ Do not share personal or sensitive data freely as this is very risky and against our privacy policy.

Data protection

is a shared responsibility of all employees, not just the IT department. Everyone must play their part.

plasmatreat

We are there where you need us:
our international sales and service network.



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