

SELL

Sustainable - *We take a Holistic approach of reducing our environmental impact and take responsibility for preserving both the environmental as the personal recourses of our company and the world.*

Ethical - *The transparency is key in our corporate. It should be impossible to make unethical decisions.*

Leading – *We always evaluate our suppliers regularly and work closely with them to have the highest quality. Pickering should lead the market.*

Loyal – *Our facilities should always feel safe and warm. Everyone should be able to trust the corporate as well as the employees. We keep our promises and we take care of each other, our customers and our suppliers.*

Code of Conduct

Sustainable

1. Pickering Interfaces AB's main environmental goal is to reduce it's CO2 release.
2. We are actively working to produce and retail products that support renewable technology.
3. Products supplied in the "Pickering family" is based on long term usage. We also plan for the products environmental impact in the product's entire life circle.
4. Pickering AB's environmetal work is characterized by a holistic approach that includes the earths resorsers as well as the human resorces.
5. The company is going to be prone to change and follow the most recent science in the environmental field. And work actively to assimilate towards a more sustainable environment using the latest technique.
6. Our processes do produce some waste and when workable we reuse the garbage if not, we recycle the garbage.
7. Pickering AB should follow the environmental laws and guidelines in Sweden as well as in the EU.
8. We are certified by ISO 9001 – see more at pickeringtest.com – accreditations/certifications
9. Our products are RoHS Compliant - see more at pickeringtest.com – accreditations/certifications
10. We work actively to use conflict free minerals - see more at pickeringtest.com – accreditations/certifications

Ethical

11. We aim to lead our business with firm trustworthiness and standing for reasonable managing and moral conduct, ethical behavior is characterizing of our corporate culture.
12. Everyone in the company bears duty regarding sustaining the ethical human corporate culture of Pickering Interfaces
13. Everyone is equally important and respected in the company
14. We are all equally responsible for maintaining Pickering Interfaces quality against customers.

Leading

15. Pickering Interfaces are going to sell test equipment with the highest quality.
16. Our products and services should always be professional and if we don't support the customers wish we are happy to help the customer to find the best test solutions for them even if we don't sell it ourselves.
17. All our suppliers are state of the art. We expect them to envelope their businesses to support our goals and to keep up with our ethical conduct.

Loyal

18. We keep our promises, against customers, against the company and against each other.
19. We work transparent against our suppliers as well as our customers and within the company.
20. We are all equally responsible to deliver good results, to do so we need to make decisions and to be brave in our work.
21. The out most important thing is that we are all equally responsible for our own wellbeing, as well as our colleague's wellbeing.

Our Vision is to Develop Pickering towards a more sustainable world

These guidelines combined creates the essence of our Corporate Culture

We call it: Human Technology