



**PROTEGO<sup>®</sup>**  
Ethics-Guideline

# Introduction

Our international ethics guidelines serve as a guide for all employees, leaders, and business partners of our PROTEGO® Group. Based on the principles and values of our family business, they reflect our commitment to comply with applicable laws and regulations in Germany, the European Union, and the countries in which we operate. Our goal is to promote ethical behavior in all business areas and ensure that our actions meet the highest standards of integrity and responsibility. These guidelines harmonize with our Code of Conduct, the Supplier Code of Conduct, and the Anti-Fraud and Anti-Bribery Policy.

## 1. Compliance with Laws and Regulations

Our company is committed to comply with all relevant laws and regulations in the countries in which we operate.

This includes:

### *Germany and the EU*

Compliance with German and European laws in areas such as labor and social law, environmental protection, data protection, and competition law. We conduct regular training and audits to ensure that we meet these requirements.

### *Third Countries*

In our international production facilities and subsidiaries, for example in India, China, and the USA, we strictly adhere to local laws. Implemented management systems assist in the monitoring and continuous compliance with these regulations.



## 2. Human Rights and Working Conditions

We are committed to respecting human rights and ensuring fair working conditions.

This includes:

### *Child and Forced Labor*

We condemn any form of child and forced labor and require the same from our business partners. A supplier code, on the basis of which we conduct regular CSR audits at suppliers' facilities, ensures that human rights and labor standards are adhered to.

### *Occupational Safety*

Protecting employees from accidents and adverse health effects is of the highest priority.

### *Healthcare*

All employees in the PROTEGO Group are insured to ensure access to medical care.

### *Fair Compensation and Working Hours*

We guarantee fair wages and ensure that working hours comply with local laws.

### *Equal Treatment and Non-Discrimination*

Our corporate culture is based on equality and diversity, without discrimination based on gender, age, ethnic origin, religion, sexual orientation, or disability.



### 3. Environmental Protection

Our company aims to protect the environment, conserve resources, and promote sustainable practices. This includes:

#### *Environmental Protection*

The duty to comply with all relevant environmental laws and regulations is a matter of course for us. An implemented environmental management system according to ISO 14001 supports us in this regard.

#### *Resource Conservation*

We are committed to using resources efficiently and minimizing waste and emissions.

#### *Sustainability*

The company is committed to sustainable business practices considering ESG factors.



### 4. Business Ethics and Integrity

Integrity and ethical behavior are the cornerstone of our business relationships.

This includes:

#### *Anti-Corruption*

Corruption or bribery is not tolerated by us, and we expect the same from our business partners.

#### *Conflicts of Interest*

Conflicts of interest are avoided, and decisions are always made in the best interest of the company.

#### *Transparency and Accountability*

Our actions are transparent, and we are prepared to be accountable to our stakeholders.

## 5. Data Protection and Information Security

Protecting personal data and the security of our information is of utmost importance.

This includes:

### *Compliance with Data Protection Laws*

We adhere to the data protection laws of the countries in which we operate, including the GDPR in the EU. Data protection training and regular reviews of our data protection practices are routine.

### *Security Measures*

Adequate technical and organizational measures ensure the confidentiality, integrity, and availability of our data. Regular security checks and penetration tests ensure information security **(IT policy)**.



## 6. Implementation and Monitoring

Compliance with these ethics guidelines is ensured through regular training and audits. Violations of the guidelines are consistently pursued and sanctioned. Employees and business partners are encouraged to report violations or concerns through appropriate channels. A comprehensive management system for monitoring and enforcing the ethics guidelines has been established **(confidential reporting system)**.

These ethics guidelines are a dynamic document continuously reviewed and updated as needed to meet changing legal and societal requirements.

We are proud of our values and commit to living and promoting them in all aspects of our business life.