



Code of Conduct

PROTEKTORWERK Florenz Maisch GmbH & Co. KG

1. Principles

With this Code of Conduct, PROTEKTORWERK Florenz Maisch GmbH (Protektor) acknowledges and undertakes to comply with and monitor human rights due diligence and environmental obligations. The essential principles are defined in the Protektor Corporate Guidelines.

Protektor respects and protects human and labour rights, ensures and promotes equal opportunities and prevents any form of discrimination and exploitation in all its business processes. Fighting corruption and protecting the environment and climate are also an integral part of entrepreneurial thinking and action. This does not only apply to Protektor's own business activities. The principles and the associated guiding principles should also be a benchmark for the direct suppliers and service providers associated with Protektor, which Protektor will therefore also pass on to indirect suppliers and service providers via the supply chain. The responsibility for the implementation of the objectives and measures described in detail below is controlled by the management of Protektor, the managing directors and the heads of the individual business units.

2. Guiding Principles

Protektor's commitment to human rights is based on respect for the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. In particular, Protektor is committed to the conventions and recommendations of the International Labour Organisation (ILO) as well as to labour and social standards and compliance with the Charter of Fundamental Rights of the European Union. Protektor condemns all forms of forced labour and child labour. Violations of labour protection, freedom of assembly, discrimination on the basis of gender, age, skin colour, ethnic origin and religion are not tolerated and are combated with all reasonable measures within its own sphere of influence. Risks that lead to human rights violations must be avoided.

Environmental concerns are integrated into all facets of Protektor's business activities. Environment-related risks, where known or apparent, are excluded. These include the prohibitions established by the Minamata Convention on Mercury, the Stockholm Convention on Persistent Organic Pollutants (POPs Convention) and the



Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, as amended from time to time.

Corruption is to be prevented, uncovered and sanctioned in the event that it is discovered.

The minimum standard is compliance with the respective current directives and legal regulations and any reporting obligations, ordinances and recognised regulations in the EU, Germany and, for Protektor's suppliers, the specific legal provisions applicable in their country of origin.

To confirm its position, Protektor has joined the WIN Charter of the Federal State of Baden-Württemberg on sustainable business in 2022 and has committed itself to implementing the guiding principles and obligations established by the state government on human rights, social and employee concerns, environmental concerns, promotion of economic added value, acting in the spirit of sustainability, also in the context of financial decisions and anti-corruption measures in its business activities and corporate philosophy, not least in order to implement regional added value (see www.nachhaltigkeitsstrategie.de). In accordance with the CSR standards, Protektor prepares sustainability reporting in line with the WIN Charter (see point 3 Individual measures below).

3. Individual Measures

In order to comply with the values set out in the Guiding Principles, Protektor conducts appropriate internal risk-related assessments to prevent potential violations and actual negative impacts on the company's sustainability performance or, if they are identified, to implement preventive or remedial measures. The risk assessment extends to all business areas, including the business areas of the direct supply chain behind purchasing (direct suppliers or service providers), if a risk situation exists. As far as individual production is concerned, this concerns, among other things, the determination of the composition of the products, the selection of materials, the conditions in production, occupational health and safety, whether in the organisation and execution of goods deliveries or services, as well as the handling of own personnel in compliance with the principle of equality and the granting and consideration of employee rights.

Protektor conducts training on human rights issues for the employees concerned.

As far as its influence is sufficient and enforceable, Protektor seeks contact with contact persons at direct suppliers in order to prepare suitable and appropriate preventive measures and, in the event of the necessity of remedial measures in cases of concrete violations of the Guiding Principles, to work towards their rectification in an appropriate manner. If there is substantiated knowledge of a violation of human

rights-related or environmental obligations at indirect suppliers, Protektor will initiate event-related measures in order to prevent the risk or anchor preventive measures in its risk management vis-à-vis the originator. Protektor relies on close networking with its business partners in order to gain knowledge through the exchange of information or to pass on its own knowledge. Certifications or audits can be used to gain knowledge. Hazardous areas or important changes, e.g. due to relocation of production sites, changes in subcontractors or countries of origin of production material, can justify the necessity of special auditing in the case of critical supplier conditions.

Protektor summarises current performance, findings and measures in an annual sustainability report and publishes the relevant aspects and focal topics in accordance with the requirements set out in the Win Charter.

Gaggenau, den 31.03.2023

A blue ink signature, appearing to be "Christof Maisch", written in a cursive style.

Dr. Christof Maisch

A blue ink signature, appearing to be "Andreas Metzger", written in a cursive style.

Dr. Andreas Metzger

A blue ink signature, appearing to be "Martin Barsch", written in a cursive style.

Martin Barsch

A blue ink signature, appearing to be "Jörg Böllhoff", written in a cursive style.

Dr. Jörg Böllhoff