



CODE OF CONDUCT

PARAT GROUP



Dear employees,

We put the confidence shown by our staff and our external business partners in the first place. In order to preserve this trust, a legally correct and responsible conduct towards management, executives and colleagues and also towards the public at large and our customers, suppliers or other third parties is absolutely necessary.

Therefore we have signed this "Code of Conduct" and established basic principles of conduct to adopt a responsible and legally compliant attitude to laws and other regulations in our daily work.

Legally and ethically correct behavior is the basic of our company's economic activities at all times. We would like to encourage you to join us in our endeavor because PARAT's good name and reputation depends on each and every one of us.



Neureichenau, 13. Januar 2022

Frank Peters

CEO

Martin Kreamsreiter

COO

Stephan Hoffmann

CFO

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SCOPE

This “Code of Conduct” applies to all subsidiaries and business units of PARAT Group. The guidelines set out below are binding on all top executives, line managers and employees.

MANAGEMENT COMMITMENT

The management of each site is encouraged to make every appropriate and reasonable effort to implement and to apply the principles and values described in this “Code of Conduct” both now and in the future and to eliminate identified shortcomings as quickly as possible.

COMMUNICATION

We insist on compliance of this “Code of Conduct” at all our sites and we are open for dialogue on its contents towards employees, business partners and other interest groups.

WE ARE COMMITTED TO FAIR DEALIN WITH OUR BUSINESS

PARTNERS



We respect the laws and regulations of those countries in which we operate. In those countries which do not provide a satisfactory level of regulations we will thoroughly verify the good German business practice to be applied to support a socially responsible corporate management there.

Our employees are required to give priority to company interests over private interest in their everyday occupational activities. Each member of staff shares responsibility for compliance with all statutory regulations in his or her work environment.

REPORTING OF INFRINGEMENTS OF LAW (WHISTLE-BLOWING SYSTEM)

In order to give our employees a fair chance to report any violations of law, of what kind so ever, we have appointed an external ombudsman to whom our employees can anonymously report misconduct. The employee has no reason to fear any reprisals if he has submitted the report to the best of his knowledge and belief.

ANTI-TRUST LAW AND FAIR COMPETITION

We pursue clean and recognized business practices and fair competition. We do not enter into anti-competitive agreements with our competitors nor do we tolerate any conduct that

violates German or European cartel law or anti-trust laws of any other state where we conduct business.

ANTI-CORRUPTION LAW

We do not tolerate bribery in any form within our Group. We promote transparency, trading with integrity as well as responsible leadership and supervision of the company. The interests of our employees and the interests of our enterprise shall be kept entirely separate.

Therefore, our staff members are requested to accept or make gifts and invitations only in the course of common business practice.

PRODUCT LIABILITY AND PRODUCT SAFETY

Quality and safety of our products is the basis of our business. We ensure along the entire value chain that we only deliver top quality products that meet the specific needs of our customers and consumers.

CONFLICT MINERALS

We take into account the legal requirements with regard to "conflict minerals", in particular tin, tantalum, tungsten, gold as well as cobalt and mica from conflict or high-risk areas.

We prevent the use of raw materials that directly or indirectly finance armed groups that violate human rights (terrorist financing).

WE ACT IN AN ENVIRONMENTALLY AWARE AND SUSTAINABLE MANNER



We act in an environmentally conscious and sustainable manner at all locations where we are in operation. As a minimum standard, we adhere to the respective national laws applicable at the sites in question. In addition, we are guided by European and international standards. Our company has been certified according to ISO 14001:2015. At locations where applicable provisions or applicable standards do not ensure an adequate level of protection to guarantee sustainable enterprise management, we will adopt measures within economically reasonable limits to achieve a satisfactory level of protection.

Every employee shares responsibility for the protection of people, the environment and natural resources in his or her working environment and is committed to acting sustainably.

SUSTAINABLE RESOURCE MANAGEMENT

We are aware of the social, ecological and economic effects of our actions. We bear responsibility for the sustainability of our locations and products. Therefore, we pay attention to a respectful use of natural resources and the environment, especially to our ecological footprint.

WATER QUALITY AND CONSUMPTION

The quality of water as a natural resource must be ensured responsibly. Sewage shall be reduced, reused and recycled as far as possible in order to protect the environment and to maintain or rather improve the overall water quality.

AIR QUALITY

We pursue the goal of improving air quality. To this end, pollutant emissions are to be reduced along the entire supply chain. As a contribution to climate protection, we strive to continuously reduce greenhouse gas emissions, both in our own and in our own immediate environment.

RESPONSIBLE CHEMICAL MANAGEMENT

We encourage our employees to handle chemicals and hazardous substances responsibly. This also includes the professional disposal of these substances. Chemicals hazardous to the environment and health are continuously monitored, listed and, if possible, replaced by more environmentally friendly and healthier alternatives.

SUSTAINABLE RESOURCE MANAGEMENT AND WASTE REDUCTION

The amount of waste generated is kept as low as possible during the development, manufacture, use and subsequent recycling of our products. The goal of reducing waste is pursued in advance with our products. We pursue concepts for reuse, recycling and the safe, environmentally friendly disposal of residual waste, chemicals and sewage.

WE TAKE RESPONSIBILITY FOR OUR EMPLOYEES ALL OVER THE WORLD



Our company's reputation comes down on how our employees behave and especially how we behave towards them as an entrepreneur.

We respect human rights based in the UN Charta of Human Rights and we also promote them. Discrimination or harassment of any kind will not be tolerated. Every employee shall respect the dignity, privacy and personal rights of every individual.

HEALTH & WORK SAFETY

We support a healthy workplace environment and ensure the health of workers in order to avoid accidents and injuries. In doing so, we focus on the continuous improvement of occupational safety. Our company is certified according to ISO 45001:2018.

NO HARASSMENT OR DISCRIMINATION

We protect our employees from corporal punishment, physical, psychological, sexual or verbal harassment and from intimidation or abuse.

We do not tolerate discrimination. We accept the national or ethnicity of our employees as well as their gender, religion, age, sexual orientation and political opinions as well as other legal characteristics.

FREEDOM OF OPINION

The right to freedom of expression and freedom of opinion shall be protected and guaranteed.

COMPLIANCE WITH THE ILO CORE CONVENTIONS

The companies comply with the core labor standards of ILO 5. These are:

- Freedom of association; the fundamental right of all employees, trade unions and employee representatives to form or join them is recognized
- Prohibition of child labor (not under the age of 15)
- Prohibition of forced labor
- Promotion and, where possible, securing of equal pay for men and women for work and equal value
- Observance of workers' basic rights, as long as this is legally permitted and possible in the respective country
- Prohibition of discrimination. The ban refers in particular to the discrimination against employees on grounds of gender, race, disabilities, or due to their ethnic or cultural background, religion, ideology or sexual orientation.

EQUAL OPPORTUNITIES

We guarantee equal employment opportunity for all our employees. Hereby, we will comply with all applicable national laws on equal opportunities.

WORKING HOURS

We guarantee compliance with the legal requirements for working hours. We are guided by the international standards of the ILO of a maximum of 48 hours per week and 12 hours of overtime per week. The legal requirements for break times must also be taken into account.

REMUNERATION AND SOCIAL BENEFITS

The statutory and collective agreement regulations on remuneration and social benefits must be followed. The remuneration must be at least equal to the legally valid and guaranteed minimum and is intended to ensure an adequate standard of living for the employees and their families.

MODERN SLAVERY

Any kind of child, forced or compulsory labor must be strictly rejected. Slavery or human trafficking must not be supported. This must be controlled not only in your own company, but also along the supply chain.

WE MAKE RESPONSIBLE USE OF DATA AND INFORMATION



PROTECTION OF COMPANY AND TRADE SECRETS

Company and trade secrets have to be kept confidential and must be protected from inspection by unauthorized third parties. This also applies to any other information that is expressly labeled “confidential” and that the company, its partners, and customers may not wish to disclose. Such information is not permitted to be passed to unauthorized persons without the appropriate approval.

PRIVACY AND PROTECTION OF PERSONAL DATA

Personal data may neither be processed, disclosed, made available nor used in any other way without authorization. Members of staff are required to observe the rules on data protection and, in particular, to help actively ensure that personal data are reliably secured against unauthorized access.