

CODE OF CONDUCT

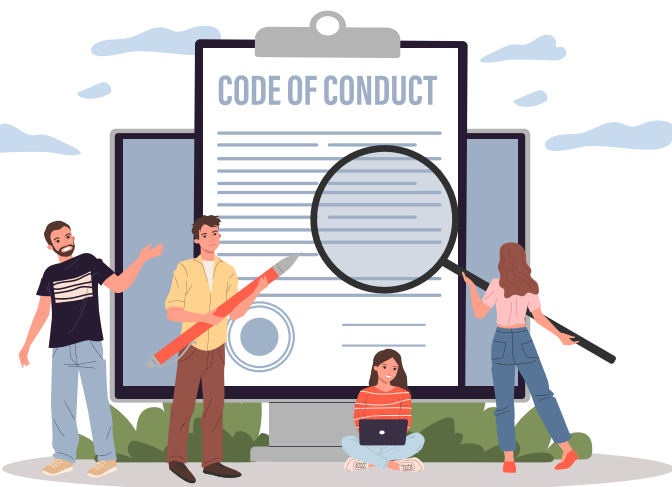
Preamble

This Code of Conduct forms the centrepiece of actions taken by the group. It sets out the guidelines that characterise our behaviours and decisions. We are committed to align our entire corporate group towards an equitable and sustainable future. In doing so, wider social and environmental concerns are at the centre of our actions. We are dedicated to act in an ecologically and socially responsible manner whilst also making economically sound decisions.

Our Code of Conduct helps us to ensure a sustainable and responsible way of working. We have set ourselves the goal of upholding the highest standards of integrity, respect and sustainability in our business activities. As a globally operating corporate group, we recognize our corporate responsibility towards employees, business partners and society. By complying with this Code, we want to make a significant contribution to fulfilling this objective.

Scope

The Code of Conduct covers all aspects of our business activities. It applies to all employees, managers, directors, supervisory board members, works council members, representatives and consultants of profine and its subsidiaries worldwide.



Compliance with Laws and Regulations

Legal compliance is central to our actions. We expect all employees to comply with applicable laws and regulations - both nationally and internationally. This also includes industry-specific standards and obligations.

Integrity and Ethical Conduct

Ethical and responsible behaviour is our fundamental principle. We promote integrity, transparency and fairness in all areas of business and work. Trust is the foundation of our cooperation.

Human Rights and Working Conditions

We respect human rights and demand the same from our partners. Decent working conditions are an essential requirement. Suppliers must ensure that no forced labour, child labour or discrimination occurs within their sphere of influence.

Respect and Diversity

Diversity, inclusion, and cultural openness are our core values and we firmly believe in the dignity of every individual. Every employee should therefore be treated with respect and show the same respect to others. This applies to all employees, regardless of ethnic origin, gender, religion, age, sexual orientation, gender identity, disability or legally protected group affiliation. Discrimination and harassment have no place in any area of the business.

Health and Safety

The health and safety of our employees are of the highest importance. We ensure safe working conditions and promote a culture of workplace safety through preventive measures and training.

Conflicts of Interest and Corruption

Any form of money laundering, corruption and bribery is unacceptable. Our business practices are compliant with the law, transparent and ethically sound. We consequently avoid conflicts of interest, such as the acceptance of inappropriate gifts or benefits, by providing information and implementing appropriate measures and processes.

Data Protection and Data Security

The protection of our employees' and business partners' data and privacy is important to us. We comply with applicable data protection laws and regulations and apply the highest security standards to ensure the confidentiality and integrity of our systems and the data we process.

Environmental Protection and Sustainability

Sustainability is part of our DNA. We minimise waste, reduce emissions and use resources efficiently to protect our environment. Our products represent energy efficiency and the reduction of greenhouse gases. Recycling and reuse are firmly integrated into our business activities.

Fair Competition

We act fairly and openly. We reject market manipulation and unfair business practices. We also expect our employees and business partners to comply with competition rules and laws.

Customer Satisfaction

Our customers are our focus. Their satisfaction and trust in our products and services are our highest asset. We strive for long-term, fair and trustworthy partnerships based on mutual respect and shared values.

Responsibility in the Supply Chain

We carefully select our suppliers and business partners and expect them to uphold high ethical standards and to respect and share our Code of Conduct and our values.

Political Activities and Lobbying

We carefully select our suppliers and business partners and expect them to uphold high ethical standards and to respect and share our Code of Conduct and our values.

Enforcement and Sanctions

Everyone is responsible for complying with this Code of Conduct. Managers are expected to be role models. Suspected breaches of this code can be reported without fear of repercussions to compliance@profine-group.com and will be treated confidentially. Appropriate sanctions will be taken in respect of a breach of the code - ranging from disciplinary measures to dismissal and legal proceedings

All employees will be adequately informed about the content and meaning of this Code of Conduct to ensure that they understand and can implement its principles and expectations.

Concluding Remarks

This Code of Conduct is a central part of our corporate culture. We are convinced that complying with it will sustainably strengthen our corporate group and make a positive contribution to our employees, business partners and society.

Pirmasens, September 2024

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