

PARAT®

**SUPPLIER
CODE OF CONDUCT**

SUPPORTS YOU IN YOUR DAILY WORK

PREAMBLE

PARAT[®]

DEAR SIR OR MADAM

We all make an important contribution to the success of PARAT through our individual actions. In order to succeed in the global business world, it is crucial that we work hard every day and strive to give our best efforts. This also means that we show ourselves in our best light at any time. We work tirelessly to be a reliable, trusted and upright partner to our customers, business partners, colleagues and to the general public. We can only gain and keep their trust, if we take responsibility for our actions. It is a matter of course for us to comply with applicable laws, to respect ethical values and act sustainably - anywhere anytime. Taking on social responsibility is the tie that binds all of us - whether management, every single staff member, supplier, or business partner.

This Supplier Code of Conduct provides clear guidelines on how to handle critical situations in our daily business. It supports our commitment to corporate values such as customer focus, integrity, mutual respect, team spirit, and determination. Our Supplier Code of Conduct serves as a framework for our daily operations, along with other guidelines derived from these values.

It's important to review and follow this Supplier Code of Conduct to ensure you're always operating within its guidelines. Do not hesitate to reach out to the relevant contact person or the authorized external ombudsperson if you have any questions or concerns..

By following this code, we can act responsibly and set a positive example for future generations.

Bertram Göb
Managing Director

Christian Wimmer
Managing Director

PARAT[®]

CONTENT

SUPPLIER CODE OF CONDUCT

Please read carefully.

Version 1.0

PARAT®

TABLE OF CONTENTS

5

PREAMBLE	3
Table of Contents	4
Corporate Values	6
Our Shared Responsibility towards Compliance	8
1. OUR RESPONSIBILITY AS A MEMBER OF SOCIETY	
1.1 Human Rights	12
1.2 Equal Opportunity and Equal Treatment	14
1.3 Product Conformity and Product Safety	15
1.4 Environment Protection	16
2. WE AS A BUSINESS PARTNER	
2.1 Conflicting Interests	20
2.2 Gifts, Hospitality and Invitations	21
2.3 Prohibition of corruption	22
2.4 Money Laundering and Financing of Terrorism	23
2.5 Accounting and Financial Reporting	24
2.6 Taxes and Customs	25
2.7 Fair and Free Competition	26
2.8 Procurement	27
3. WE AS AN EMPLOYER	
3.1 Occupational Safety and Healthcare	30
3.2 Data Protection	31
3.3 Workplace	33
PARAT IS ALWAYS AT YOUR SIDE	
Help / Contacts	38



STAY IN THE LEAD

CUSTOMER ORIENTATION

WE SOLVE THE PROBLEMS OF OUR CUSTOMERS.

The principal objective within our company is to continuously deliver products of outstanding quality to our customers. Only satisfied customers form a strong foundation for the economic success of a company. We, therefore, have closely linked our quality policy to our principles of putting the customer first.

PARAT[®]

INTEGRITY

We become role models through proper action:
We keep our promises.
We are accountable for our actions.
We comply with all laws and compliance standards.

TEAM SPIRIT

We are a strong team.
We are joining forces to reach first place.
We will stand together, we will win or lose together.
We are setting ourselves a challenge to improve still further.

DETERMINATION

We grow beyond ourselves.
We provide solutions to the challenges we face.
We take the next step with commitment and motivation.
We learn from our mistakes.

RESPECT

We assume social responsibility through our actions.
We respect every individual and foster a responsible approach towards environment.
We treat others as we would wish to be treated.
We value listening and strive to comprehend each other's viewpoints.

OUR RESPONSIBILITY TOWARDS COMPLIANCE

One decisive factor for the success of our company is that all of us, from Managing Board, each individual member of staff to supplier and business partner must act with honesty and integrity and in an ethical manner. This also means that our internal and external reporting and communications must be truthful, comprehensive and timely.

Our shared goal is to fulfil our responsibility to our company and to protect the reputation of our corporate brand. In keeping with our commitment to sustainability, we are well aware of our responsibility with regard to the economic, social and environmental impact that our business activities may have. This also includes that we all must follow and adhere to our organization's policies, at any time or place. Our Managing Directors bear a very special responsibility in this context: They are role models for their team and must prevent non-compliant behavior within the company, protect all employees and present the company with integrity to the inside and outside. The present behavioral guidelines (Supplier Code of Conduct) will help us by highlighting potential areas of risk and conflict and their link to our company.

The contents in this SUPPLIER CODE OF CONDUCT are grouped under three basic headings:

1. OUR RESPONSIBILITY AS A MEMBER OF SOCIETY
2. OUR RESPONSIBILITY AS A BUSINESS PARTNER
3. OUR RESPONSIBILITY IN THE WORKPLACE

OUR RESPONSIBILITY TOWARDS COMPLIANCE

This self-imposed Supplier Code of Conduct serves as a binding guideline in our day-to-day business. It is supplemented by internal guidelines and provisions in employment contracts. It also goes without saying that we all comply with national and international statutory provisions. This also implies that we will not engage in activities that may base on fraud, blackmail, embezzlement, theft, defalcation or any other deliberate damage to the assets of our customers or any third party. We also expect your suppliers to convey these principles and their obligations throughout their extended supply chain. In addition, we insist upon total respect for this "Supplier Code of Conduct" along our entire value chain as well.

Non-compliance with this Supplier Code of Conduct may result in considerable damage, not only to our enterprise, but also to our business partners and further stakeholders. This is why the Supplier Code of Conduct is binding on all of us, irrespective of whether our role is that of a staff member, a managing director, supplier or business partner. We will not tolerate violations of this Supplier Code of Conduct. If PARAT should identify any deviations from the rules set out in this Supplier Code of Conduct at a supplier's premises, PARAT reserves the right to take further steps.

To make sure that does not happen, it is up to each and everyone of us to familiarize ourselves with the contents of this Supplier Code of Conduct, to integrate it into our own behavior, and to bear this Supplier Code of Conduct in mind whenever making decisions. In order to provide our employees, suppliers or business partners with a fair opportunity to report any legal violations, we have enlisted the assistance of an external ombudsperson who can receive reports from our employees, suppliers or business partners anonymously. The employee, supplier or business partner can report any violations they know or believe to be true without fear of retaliation.

We expect our suppliers to make every appropriate and reasonable effort to continuously implement and apply the principles and values described in this "Supplier Code of Conduct" and to remedy any shortcomings that might exist as soon as possible.

We, therefore, call upon our suppliers to conform to the laws and regulations of the countries in which they are active.

#1

OUR RE- SPONSIBI- LITY AS A MEMBER OF SOCIETY

Being conscious of our social responsibilities, we observe and comply with the law as a matter of course. In all our social decision-making processes, we have a duty to observe the law under which we operate. Every employee, supplier or business partner must be aware of their social responsibility, particularly as regards the well-being of people and the environment, and ensure that our company contributes to sustainable development.

PARAT's corporate responsibility specifically gives rise to the guidelines that follow:

PARAT®

1.1 OUR RESPONSIBILITY HUMAN RIGHTS

The Universal Declaration of Human Rights by the United Nations and the European Convention for the Protection of Human Rights and Fundamental Freedoms state what is required and expected of the international community when it comes to observing and expecting human rights.

CORPORATE PRINCIPLE

We respect, protect and promote all legislation in force to protect human rights and children's rights (hereinafter referred to as human rights) as a fundamental and general requirement throughout the world. We reject any form of child labor and forced or compulsory labor as well as all forms of modern slavery and human trafficking. This applies not only to cooperation within our company but also as a matter of course to the conduct of and toward business partners.

EQUAL RIGHTS FOR ALL



MY CONTRIBUTION

We expect our suppliers to respect and promote all human rights under the UN Human Rights Charta. Discrimination or harassment of any kind should not be tolerated. The dignity, privacy and personality rights of every individual must be respected by all.

The right to freedom of expression must be protected and secured. Also, our suppliers are required to comply with ILO 5 core labour standards. These standards are the following:

- freedom of association; the fundamental right of all employees to form and join unions and employees' representatives is recognized
- ban on child labor
- prohibition of forced labor
- promoting and ensuring, whenever possible, the principle of equal pay for equal work or work of equal value between men and women
- respect for workers' rights, as long as this is legally permitted and possible in the respective country
- prohibition of discrimination; the ban particularly refers to discrimination of employees on grounds of gender, race, disability, ethnic or cultural origin, religion or world view, or sexual orientation.

Statutory working time provisions must be strictly followed. The same applies to legal provisions for break times.

Any statutory provisions and collective agreements on remuneration and social benefits are to be observed. Remunerations paid must at least correspond to the legally valid and guaranteed minimum pay and should ensure an adequate standard of living both for employees and their families.

All kinds of child labor as well as forced or compulsory labor is strictly rejected. All forms of slavery and human trafficking may not be supported. This is not only to be reassured within your own company but also along the entire supply chain.

1.2 OUR RESPONSIBILITY EQUAL OPPORTUNITY & EQUAL TREATMENT

Equal opportunity and equal treatment are key cornerstones of a fair, unprejudiced and open approach. PARAT encourages respectful cooperation in a spirit of partnership, diversity and tolerance. That is how we achieve a maximum degree of productivity, competitive and innovative capability, creativity and efficiency.

CORPORATE PRINCIPLE

We offer equal opportunities for everyone. We do not discriminate and do not tolerate discrimination on the grounds of national or ethnic origin, gender, religion, views, age, disability, sexual orientation, skin color, political opinion, social background or any other characteristics protected by law. We embrace diversity, we actively promote inclusion and create an environment that encourages each employee's individuality in the interests of the company. As a matter of principle, our employees are chosen, hired and supported based on their qualifications and skills.

MY CONTRIBUTION

We expect our suppliers to observe the principles of equal opportunity and equal treatment and encourage people around them to do the same. If you should see the principles of equal opportunity and equal treatment being contravened (e.g., through discrimination, harassment, and bullying), the corresponding persons involved will be made aware of their misconduct. Employees must be protected against physical, sexual, psychological, or verbal harassment as well as abusive or intimidating conduct. There must be zero tolerance for any discriminatory treatment. The nationality or ethnic group, gender, or age as well as sexual orientation and political opinion or other characteristics protected by law are to be accepted.

1.3 OUR RESPONSIBILITY PRODUCT CONFORMITY & PRODUCT SAFETY

Countless people come into contact with our products and services on a daily basis. We are responsible for ruling out, to the extent possible, any risks, detrimental effects or hazards to the health, safety, environment and assets of our customers or any third party that could arise when handling and using these products and services.

CORPORATE PRINCIPLE

For that reason, it is not only a duty under law but also our mission to comply with all statutory and official provisions as well as internal standards that apply to our products. Our products incorporate the current state of engineering and are developed in accordance with legal requirements. This is monitored continuously and systematically through our processes and structures, as well as through product surveillance under real field conditions. We guarantee that suitable measures can be taken in good time whenever discrepancies occur..

MY CONTRIBUTION

We guarantee throughout the entire value chain that only the finest quality products that meet the needs of customers and consumers leave our factories. We expect this understanding and this mindset also from our suppliers.

1.4 OUR RESPONSIBILITY ENVIRONMENT PROTECTION

PARAT is a global provider of innovative and sustainable storage solutions. In this context, we as a supplier and business partner are aware of our special responsibility towards the environment.

CORPORATE PRINCIPLE

As a commercial enterprise, we bear responsibility for the environmental compatibility and sustainability of our products, sites and services. We focus on environmentally friendly, advanced and efficient technologies. We are a responsible member of society. In this context, we seek dialogue to shape a development process that will bring sustainable ecological benefits.

ENVIRONMENT & SUSTAINABILITY



MY CONTRIBUTION

The Protection of human health and the environment concerns us all. We insist that our suppliers act in an environmentally-conscious and sustainable manner. The minimum requirement in this context is the applicable laws and regulations at the respective locations as well as internationally valid standards. Should the prevailing regulations not provide adequate standards of protection to secure sustainable enterprise management, measures should be taken within economically reasonable limits.

We all carry responsibility for sustainable sites and products. We also require our suppliers to be well aware of the social, ecological, and economic consequences their actions may have. We place great emphasis on a respectful contact with natural resources and nature, taking into account the ecological footprint in particular, and actively demand the same from our suppliers.

The quality of water as a natural resource must be ensured responsibly. Wastewater must be reduced, reused and recycled wherever possible to protect the environment and to maintain and improve the quality of water in general.

Improving air quality is a further objective to be pursued. For this purpose, pollutant emissions should be reduced along the entire supply chain. As a contribution to climate protection, our suppliers should also aim to continuously reduce greenhouse gas emissions, both in their own as well as indirect surroundings.

We request our suppliers encourage their employees to handle chemicals and hazardous substances responsibly. This includes the proper disposal of these substances. Chemicals hazardous to health and the environment are monitored and listed on an ongoing basis and replaced by more environmentally friendly and healthier alternatives, as far as possible.

Accrual of waste must be kept as low as possible throughout the entire value chain. This goal is to be pursued in all aspects such as development, manufacturing process, use, and subsequent consumption of the products. We ask our suppliers to actively map out concepts for reuse, further utilization, and recycling as well as safe and environmentally-friendly disposal of waste, chemicals and wastewater.

#2

WE AS A BUSINESS PARTNER

Integrity, transparency and fairness are key to creating credibility and trust in business practice. That is why PARAT sets particularly great store by systematically implementing its legal framework, the corporate policies and values, and by communicating them clearly. This also includes that we distribute our products and services exclusively through our authorized distribution channels.

PARAT's corporate responsibility as a business partner specifically gives rise to the guidelines that follow:

PARAT[®]

2.1 OUR RESPONSIBILITY CONFLICTS OF INTEREST

There is a potential conflict of interest if the private interests of a PARAT employee, supplier or business partner clash or could clash with PARAT's interests. Such a conflict of interest may particularly arise as a result of secondary employment. If an employee, supplier or business partner place their personal interests above those of the company, it could damage PARAT.

CORPORATE PRINCIPLE

We respect the personal interests and the private lives of our colleagues. However, we also attach great importance to avoid any conflict between private and business interests, or even the appearance of such a conflict. We make decisions solely on objective criteria and do not allow ourselves to be swayed by personal interests or relations..

MY CONTRIBUTION

Unsere Mitarbeiter sind dazu angehalten, im beruflichen Alltag ihre privaten Interessen gegenüber den Unternehmensinteressen zurückzustellen. Wir bitten unsere Lieferanten dies im täglichen Geschäftskontakt mit uns zu beachten und zu respektieren.

2.2 GIFTS, HOSPITALITY AND INVITATIONS

Benefits in the form of gifts, hospitality and invitations are prevalent in business relationships. These benefits are not a cause for concern as long as they are within reason and do not contravene any internal or statutory rules. However, if such benefits exceed what is reasonable and are misused to influence third parties, this may constitute a criminal offence.

CORPORATE PRINCIPLE

Internal regulations has been set out on handling gifts, hospitality and invitations to events and what benefits are considered to be appropriate, as well as the steps to be taken when accepting and granting benefits.

MY CONTRIBUTION

Our employees are instructed to give or receive gifts or invitations only within the limits defined by law. We expressly ask our suppliers to respect these conditions.

2.3 OUR RESPONSIBILITY PROHIBITION OF CORRUPTION

Corruption is a serious problem in commercial trade. It produces decisions based on improper grounds, prevents progress and innovation as well as distorting competition and damaging society. Corruption is a criminal offense. It may entail financial penalties for PARAT and may have consequences under criminal, civil and labor law for the employees, suppliers and business partners involved.

CORPORATE PRINCIPLE

Product and service quality provided is the key to our success. We will not tolerate corruption. We may only grant benefits to business partners, customers or other external third parties under the legally permissible conditions and in line with the rules laid down in the relevant corporate policies.

MY CONTRIBUTION

We do not tolerate corruption or a bribe in any of our companies or at our suppliers' sites. We ask our suppliers to promote transparency and conduct their business with integrity throughout their company groups and to take on and foster responsible leadership and control.

2.4 OUR RESPONSIBILITY MONEY LAUNDERING AND TERRORISM FINANCING

In almost all country in the world exist laws to prevent money laundering and terrorism financing. Money laundering occurs when funds or other assets originating directly or indirectly from criminal offenses are put into circulation in the legal economy, making their source appear legal. Terrorism financing occurs when money or other resources are transferred to commit criminal acts of terrorism or to support terrorist organizations. Liability for money laundering does not require the person involved to be aware that money is being laundered through the legal transaction concerned or the transfer concerned. Even unintentional involvement in money laundering may already be sufficient grounds for serious penalties for everyone involved.

CORPORATE PRINCIPLE

We carefully verify the identity of all our customers, business partner and other third parties with whom we intend to do business. It is our declared aim to only conduct business relationships with reputable business partners operating in line with legal provisions and using funds from legitimate sources. Incoming payments must be assigned to the corresponding services and posted accordingly without delay. We ensure transparent and open cash flows.

MY CONTRIBUTION

Our suppliers do not adopt any measures whatsoever that could infringe domestic or foreign money laundering regulations. We take it for granted that our suppliers have implemented appropriate measures throughout their companies to prevent the use of raw materials to finance and support armed forces, whether directly or indirectly, that violate human rights (terrorist financing).

2.5

OUR RESPONSIBILITY ACCOUNTING & FINAN- CIAL REPORTING

PARAT can only build and retain the trust of the general public, shareholders and contract partners through proper accounting and correct financial reporting. Any irregularities may have serious consequences for the company as well as for those responsible.

CORPORATE PRINCIPLE

We strictly adhere to the legal framework for proper accounting and financial reporting. Transparency and correctness are our ultimate ambitions in this respect. With this in mind, we keep all capital market players regularly informed on the current financial position as well as business development. We punctually publish our period-end closures, which are prepared in accordance with national accounting rules and principles.

MY CONTRIBUTION

Our suppliers must organize their processes in such way that all financial data can be entered into the accounting system correctly and promptly.

2.6

OUR RESPONSIBILITY TAXES & CUSTOMS

As a result of our global activities and when opening up new markets, we have to meet a raft of statutory requirements relating to foreign trade, tax and customs legislation. Following all tax and customs regulations builds trust with customers, financial authorities, and the general public. Any irregularities can cause significant financial damage for PARAT, also seriously impacting the company's reputation and having negative consequences for the responsible employee, supplier or business partner as well.

CORPORATE PRINCIPLE

We are aware of our social responsibility to meet our obligations with regard to taxes and customs, and we explicitly pledge to uphold national and international laws and regulations.

MY CONTRIBUTION

Our suppliers must set up internal structures and processes in such a manner as to ensure that the taxes and customs to be paid by the respective group companies are calculated correctly, promptly and in full, are disclosed in reporting and are paid to the appropriate fiscal authorities.

2.7 FAIR AND FREE COMPETITION

Fair and free competition is protected by competition and antitrust legislation. Complying with this regulation ensures that competition on the market is not distorted - which is to the benefit of all market players. In particular, agreements and concerted practices which have as their object or effect the prevention or restriction of competition are prohibited. Abusing a dominant market position is also inadmissible. Such abuse can, for example, take the form of treating customers differently for no objective reason (discrimination), refusal to supply, imposing unreasonable purchase or selling prices and conditions or unjustified tie-in arrangement for the requested additional service. Anti-competitive conduct has the potential not only to significantly damage PARAT's good reputation, but also to incur severe fines and penalties.

CORPORATE PRINCIPLE

Our company businesses are conducted solely on the basis of merit and market economy principles as well as free and unhindered competition. We like to measure ourselves against our competitors, always abiding by rules and regulations as well as observing ethical principles. We do not enter into any anti-competitive agreements with competitors, suppliers or customers. Should PARAT attain a dominant market position, we do not abuse it. When dealing with our authorized distribution partners, we adhere to the specific antitrust provisions for distribution systems.

MY CONTRIBUTION

We pursue clean and recognized business practices and fair competition. This is something we also expect from our suppliers. PARAT does not tolerate any participation in arrangements or any other conduct that contradicts German or European anti-trust law or of another country.

2.8 OUR RESPONSIBILITY EXPORT CONTROL

Cross-border economic transactions are subjected to prohibitions, restrictions, prior approval or other monitoring measures within the framework of export control. Not only goods, also technologies and software are subject to the provisions of export control law. Apart from export activities per se, export controls may also apply to the temporary cross-border transfer, e.g. carrying items and engineering drawings on business trips, as well as technical transmission processes, e.g. via email or cloud. Regardless of any delivery process, any business with individuals or enterprises named in sanction lists is forbidden as a matter of principle.

CORPORATE PRINCIPLE

We comply with all provisions for importing and exporting goods, services and information.

MY CONTRIBUTION

When deciding to concern the import or export of products and services, our suppliers must consciously examine whether this decision may fall under export control. We expect our suppliers to respect the statutory requirements set for "conflict minerals", especially for tin, tantalum, wolfram and gold as well as for cobalt and mica from conflict zones and to ensure compliance with those laws throughout their company by appropriate measures.

#3

WE AS AN EMPLOYER

It is our very own interests to protect the health and safety of each individual employee. The principle of protection and security also applies to employee and customer data as well as company-specific know-how and assets.

PARAT's corporate responsibility in the workplace specifically gives rise to the guidelines that follow:

PARAT[®]

3.1 OUR RESPONSIBILITY OCCUPATIONAL SAFETY & HEALTHCARE

We take our responsibility for the safety and health of all employees very seriously. Our top priority is to guarantee the safety and health of employees at work, in accordance with all relevant national laws and regulations.

CORPORATE PRINCIPLE

We preserve and promote the health, performance and job satisfaction of our employees through continuous improvements in the working environment and a raft of preventive healthcare and health promotion measures.

MY CONTRIBUTION

Ensuring safety in the workplace as well as preventing accidents and injuries has the utmost priority. We, therefore, require our suppliers to focus on constantly improving occupational safety at their premises.

3.2 OUR RESPONSIBILITY PERSONAL DATA PROTECTION

There are special statutory rules to protect privacy when dealing with personal data. As a general rule, collecting, storing, processing and other use of personal data require the consent of the person concerned, a contractual agreement or some other legal basis.

CORPORATE PRINCIPLE

We protect the personal data of employees, former employees, customers, suppliers and other affected parties. We collect, gather, process, use and store personal data strictly in accordance with legal provisions.

MY CONTRIBUTION

It is prohibited to make any unauthorized use of personal data as well as to reveal and make them accessible or use them in any other way. Our employees are obliged to observe the rules on data protection and, in particular, to help actively ensure that personal data are reliably secured against unauthorized access. Also our suppliers are urged to commit their own employees accordingly.

3.3

OUR RESPONSIBILITY IN THE WORKPLACE

PARAT holds nationally and internationally protected patents and also has extensive trade and business secrets in addition to technical know-how. This knowledge is the basis of our business success. Unauthorized transmission of such knowledge may lead to extremely high losses for PARAT and to consequences under labor, civil and criminal law for the employee concerned.

CORPORATE PRINCIPLE

We are aware of the value of our company's know-how and take great care to protect it. We respect the intellectual property of competitors, business partners and other third parties.

MY CONTRIBUTION

Trade and business secrets must be treated as confidential and protected against third-party access. This also applies to other information labeled as confidential, which the company, its business partners, and customers concerned have a special interest in keeping confidential. Such information is not permitted to be passed to unauthorized persons without the appropriate approval.

INFORMATION, KNOW-HOW AND INTELLECTUAL PROPERTY



PARAT®



PARAT IS ALWAYS AT YOUR SIDE

SUPPORT

Securing the future business of PARAT and its employees is based on a spirit of cooperative conflict management and social commitment on the basis of, and with the goal of, achieving economic and technological competitiveness. Economic efficiency and job security are equally important and common corporate objectives.

HELP & CONTACT

Your PARAT contact person or our Management Board provides support in dealing with the Supplier Code of Conduct if need be. You are able, within the framework of the corporate regulations in place, both to direct any complaints to all such persons mentioned before and to the authorized external ombuds-person, or any other body responsible for those issues.

PARAT Solutions GmbH
Gewerbegebiet Manzing 7, 94065 Waldkirchen
Phone +49 8581 99992-0, Mail info@parat.de
www.parat.de

PARAT®

Most up-to-date version of the Code of Conduct:
For better readability, individuals are sometimes referred to using solely the masculine form in the latest version of the Supplier Code of Conduct. It goes without saying that in such instances, words importing the masculine gender shall equally include all other genders.

SUPPLIER
CODE OF CONDUCT
UNTERSTÜTZT SIE BEI DER TÄGLICHEN ARBEIT.