

Code of Conduct - Protempo Group

October 2024

Introduction

This Code of Conduct provides clear guidelines for the behavior we expect in our partnerships. Whether you are a customer purchasing our products or a supplier providing us with essential goods, adherence to these principles is crucial for maintaining strong, long-term relationships. These standards apply equally to the Protempo Group, which consists of Protempo BV, Protempo GmbH, Protempo bvba, Protempo SAS, and HACO GmbH.

All guidelines in this document are based on international conventions regarding human rights, anti-corruption, and sustainability. The Code is designed to foster an awareness of legal and ethical standards as integral components of our corporate actions.

We encourage all parties involved to read this Code carefully and comply with its guidelines. By adhering to these principles, we can collectively create a professional work environment that contributes to the success of everyone.

Governance & Compliance

Compliance with law and legal regulations in every country in which we do business is a fundamental principle for our company. Adherence to the laws and regulations of the legal system in which one operates is considered essential at all times.

Integrity is our core value; therefore, any behavior that may lead to corruption or conflicts of interest is unacceptable.

In addition, each partner is expected to be and remain informed and compliant with all applicable legislation, which is subject to continuous change.

People & Community

We treat our partners and employees with fairness and respect. We expect those with whom we work to act in a manner consistent with our commitment to fairness and equal opportunity.

We do not tolerate any behavior that could reasonably be considered offensive, harassing, discriminatory, or sexually harassing. Decisions should never be based on race, color, national origin, religion, gender, age, sexual orientation, gender identity, marital status, disability, or any other characteristic protected by applicable law. The Protempo HR department operates as reporting point for any incidents involving such behaviors.

We strive to respect the rights and dignity of all individuals in our business activities. We all share the responsibility to help eliminate human rights violations such as child labor, human trafficking, and forced labor. Additionally, we expect all employees in the value chain to work under fair conditions that meet applicable labor laws and health and safety standards.

Quality & Safety

As a wholesaler, providing quality products and services is essential. All delivered items must at all times comply with applicable European legislation relating to, among other things, product safety, packaging and labeling, health, and environmental standards.

Environment & Climate

We act with respect for the environment and take measures to minimize the impact of our activities. We comply with all relevant environmental laws and regulations and promote sustainable practices within our operations.

This commitment includes striving for improvements in energy optimization, resource efficiency, waste management, recycling, packaging, and sustainable transportation.