

# Code of Conduct

## Content

|  |   |
|--|---|
| Introduction .....                     | 1 |
| 1. General principles .....            | 1 |
| 2. Behavior in the workplace .....     | 1 |
| 3. Business practices .....            | 2 |
| 4. Usage of company resources .....    | 2 |
| 5. Implementation and compliance ..... | 3 |
| 6. Further support and contacts .....  | 3 |

## **Introduction**

Prantner GmbH Verfahrenstechnik specializes in plant engineering and process development for exhaust air purification, water purification and soil remediation. Today, Prantner supplies all current processes for environmental protection and state-of-the-art technology.

At Prantner, we are committed to the highest standards in terms of social, environmental and societal aspects. This Code of Conduct describes the principles that guide our actions and ensures that we act honestly and respectfully. Prantner expects its employees and suppliers to observe and comply with these principles.

### **1. General principles**

At Prantner, we always act honestly and with integrity, both internally and externally. Prantner takes responsibility for its actions and their impact on customers, society and the environment. We treat all people with respect and fairness and promote an inclusive and diverse work environment. Prantner ensures equal employment opportunity and encourages the absence of discrimination. Employees must not be treated differently because of gender, ethnicity, religion, disability or age. Prantner is committed to environmentally friendly practices and greater sustainability.

### **2. Behavior in the workplace**

We behave respectfully towards colleagues, customers and business partners. Harassment, discrimination and bullying are not tolerated.

We respect the confidentiality of company information and personal data.

This applies to both internal and external know-how of business partners.

Data and information provided may only be used within the scope of the business relationship for the agreed purpose and to fulfill the services for Prantner, unless express written consent has been given for other purposes.

Confidential information and content must be protected from internal and external misuse and may not be published without authorization, passed on to third parties or made available in any other form. Data protection is handled in accordance with the GDPR and reviewed by the data protection officer.

Prantner expects that the right to fair remuneration is recognized for all employees. Prantner expects that the respective national regulations and agreements on working hours and regular paid leave are applied and complied with.

Prantner expects that occupational safety and health protection at the workplace are guaranteed within the framework of the respective national law and that there is continuous further

development to improve the working environment in order to ensure a safe and healthy working environment. More detailed information on this can be found in the occupational safety guidelines.

### **3. Business practices**

Prantner shall at all times act in accordance with the law and comply with all applicable laws and regulations. Prantner expects that decisions are made solely on the basis of objective, business-related criteria and are not influenced by private or financial interests or personal relationships. Prantner rejects all forms of corruption and bribery. Prantner is committed to complying with trade regulations and ensuring fair competition.

Prantner requires proper business conduct by all employees, its suppliers and their employees, subcontractors, agents and consultants in the form of compliance with all applicable laws, regulations and industry standards.

Prantner expects that no inducements are accepted, demanded or given that could lead to a conflict of interest.

Prantner expects to comply with legal requirements when dealing with governments, authorities and public institutions. When participating in public tenders, the relevant legal requirements and the rules of fair and free competition must be observed. Prantner expects compliance with all applicable foreign trade regulations and laws for the import and export of goods, services and information, including sanctions, embargoes, regulations, government orders and directives.

### **4. Usage of company resources**

Prantner uses the company's resources efficiently and responsibly. In addition, company property and assets are protected from loss, theft and misuse. Prantner expects compliance with applicable national environmental laws, regulations and standards. Suppliers of Prantner should strive to introduce an environmental management system so that the requirements of the ISO 14001 regulation of the European Union or a comparable national standard are met and its effectiveness is verified by an audit or certification system.

Prantner expects that the best possible effective environmental protection is ensured in production and that environmental pollution is constantly reduced. Prantner expects all products manufactured along the value chain, including all materials used, to meet the relevant environmental protection standards of their market segment. This relates in particular to the reduction of energy and water consumption, the reduction of greenhouse gas emissions and the increased use of renewable energies.

Prantner expects all applicable legal regulations on conflict materials to be complied with.

## **5. Implementation and compliance**

Adherence to environmental, social and compliance rules and standards in the value chain is of great importance to Prantner. Every employee is responsible for compliance with this Code of Conduct.

Together with our suppliers, we strive for continuous improvement. The Prantner expects its suppliers to ensure compliance with the expectations and contents of the Prantner GmbH Verfahrenstechnik Code of Conduct. Any violation of the rules and standards set out in this document will be regarded as an impairment of the business relationship and the contractual relationship. Prantner reserves the right to demand information on the relevant facts in the event of suspected non-compliance.

## **6. Further support and contacts**

This Code of Conduct is a central foundation of our actions at Prantner. By adhering to these principles, we help to gain and maintain the trust of our customers, partners and society. Employees and business partners are requested to inform us of any violations of the regulations and principles listed here.

Prantner has set up a whistleblower procedure for any concerns and comments. Employees, customers or other stakeholders can contact the management directly via the e-mail address [info@prantner.de](mailto:info@prantner.de). Prantner ensures that reports are treated confidentially and that no retaliatory measures are taken against whistleblowers.

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Signed and declared binding, Management Board

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