

CODE OF CONDUCT

HUMAN RIGHTS

Palas GmbH upholds, promotes and encourages the observance and protection of internationally recognized human rights as the basis of human coexistence. Any form of forced labor or child labor is strictly rejected.

ENVIRONMENTAL PROTECTION

Palas GmbH supports its customers in developing environmentally friendly solutions for the future. In the internal processes, resource-saving procedures are to be used as far as possible under the consideration of economic efficiency. The applicable environmental legislation is to be strictly adhered to; this is a main point in which we also commit ourselves to.

EQUAL OPPORTUNITIES AND RESPECT

Respect and open-mindedness are important Palas values. Any discrimination on the basis of origin, gender, skin color, disability, religion, nationality, age, sexual orientation, ideology or political orientation, as long as this does not contradict the principles of a free democratic basic order, is to be excluded. Everyone is to be treated with fairness and respect.

PRODUCT SAFETY AND COMPLIANCE

Palas GmbH customers and business partners trust in our performance and integrity. Palas does everything in its power to offer the best of services and products with the highest of standards. One main concern, above all, is the security and reliability of results after the recognized principles of the engineer art as well as after the respective state of the art.

SAFETY AT WORK

Palas GmbH takes precautions against accident hazards and ensures compliance with the statutory provisions on occupational health and safety.

EMPLOYEE DIALOGUE

The management cooperates with the employees in an open and trustful dialogue. Palas GmbH recognizes the legal regulations for the interaction of employees and management.

PREVENTION OF CORRUPTION

Any form of corruption is prohibited. In the case of business contacts, the legal regulations on bribery and the granting of advantages must be observed.

CONFLICT OF INTEREST

Business decisions shall be made in the interest of Palas GmbH and shall not be influenced by private or other special interests.

FAIR COMPETITION

Palas GmbH is committed to free and fair competition. Competition and antitrust laws must be observed. Especially agreements or other conduct with competitors that prevent or restrict competition are prohibited.

ACCOUNTING

Palas GmbH complies with accounting regulations and regularly publishes information on its business activities and financial situation in accordance with legal requirements.

EXPORT CONTROL AND CUSTOMS

Palas GmbH strictly observes import and export regulations for the movement of goods, services and information. Palas observes national as well as foreign restrictions on trade or those concerning payment transactions for individual countries, regions or companies and individuals.

PROCUREMENT

Suppliers and service providers are carefully selected and regularly audited.

DATA PROTECTION

Legal requirements for data protection must be complied with.

INSIDER INFORMATION

The disclosure of insider information to third parties or use for own purposes is prohibited. Insider information is information of listed customers or business partners that is not publicly known and relevant to the stock market price. In particular, it is prohibited to acquire or sell securities for one's own account or for the account of third parties using insider information, or to recommend such actions accordingly, Section 14 of the German Securities Trading Act (WpHG).

CONFIDENTIAL INFORMATION

The protection of confidential information from customers and business partners is a top priority at Palas GmbH. The same care must be applied to information concerning Palas GmbH's

own business. Prior to any disclosure of information to third parties, it must be clarified whether an authorization to do so exists and whether the information is protected at the third party by an appropriate confidentiality agreement.

INTELLECTUAL PROPERTY RIGHTS

Palas GmbH respects know-how, inventions, patents, trademarks, copyrights and other intellectual property rights of customers or third parties and uses such rights only if it is entitled to do so. Palas GmbH recognizes that its own intellectual property rights are essential to Palas GmbH's present and future business. Where advantageous, Palas GmbH protects its intellectual property, for example through patents.

PROTECTION OF COMPANY PROPERTY

Facilities, equipment, materials and other operating resources owned and possessed by Palas GmbH shall be treated with care and appropriately to avoid loss or damage. competition. Competition and antitrust laws must be observed. Especially agreements or other conduct with competitors that prevent or restrict competition are prohibited.

Palas GmbH

Greschbachstrasse 3 b | 76229 Karlsruhe | Germany |
Phone: +49 721 96213-0 | Fax: +49 721 96213-33

www.palas.de