

P3 group GmbH

Guideline on Human Rights and Working

Conditions



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2. Main Principles

The following guideline on human rights and working conditions is binding for all employees and managers of all P3 subsidiaries. Non-compliance can result in disciplinary measures up to and including termination of employment. If you observe a violation by someone within P3, please bring it to the attention of your 1:1 or site manager.

Every person has the right to be treated with dignity and fairness. As an internationally operating company we, the P3 group, are aware of our social and societal responsibility. Respecting human rights and maintaining fair working conditions is the basis of all activities. Therefore, we regularly check the compliance with legal frameworks and identify and evaluate requirements of our stakeholders. We expect that all employees, business partners and suppliers comply with this guideline.

3. Child Labour and Young Workers

We do not use or tolerate illegal child labour in any form whatsoever. When employing minors, we abide by the minimum age of employment in accordance with the respective national regulations. The P3 does business in countries all over the world. No matter in which country or countries we do business, the local laws are obeyed.

4. Wages and Benefits

We offer our employees an appropriate and performance-related remuneration, which is at least based on the respective statutory minimum wages. The remuneration is supplemented by additional benefits. Work results and performance behaviour are a central benchmark for remuneration.

5. Working Hours

We commit ourselves to comply with the respective national regulations regarding working hours. This also includes the adherence to appropriate rest periods, free time and holidays. Furthermore, we promote the compatibility of professional and private life.

6. Forced Labour and Human Trafficking

We prohibit any kind of forced or compulsory labour. This includes any work or services that are forced or involuntary by a person under threat of punishment. We are firmly committed to the prohibition of all forms of human trafficking.

7. Freedom of Association and the Right to Collective Bargaining

We recognize and respect the right of all employees to freedom of association and collective bargaining.

8. Health and Safety

The safety, physical and mental health and well-being of all employees is our utmost priority. We strictly comply with the occupational health and safety laws which apply worldwide. In accordance with the applicable law, all P3 sites have a safety officer who is responsible for compliance with and implementation of measures for emergency prevention, accident and incident management, workplace ergonomics and fire protection.

9. Harassment and Non-Discrimination

We do not tolerate any form of harassment or intimidation of employees, business partners, suppliers or other individuals. We reject any form of discrimination. No one should be disadvantaged or harassed on the basis of nationality, ethnical origin, religion, gender, sexual identity, sexual orientation, age, disability, political or other views. Equal opportunities, inclusion and diversity are central values for P3.