



Protomatic Supplier Code of Conduct

As part of our commitment to ethical business practices, we expect our business partners to follow ethical practices in their conduct. Our expectations are set out here, in our Supplier Declaration, which you are contractually obliged to follow.

Compliance with laws and adherence to generally accepted standards

As a Supplier to Protomatic we will:

- Comply with applicable laws and regulations, including relevant anti-corruption legislation
- Operate in accordance with generally accepted principles and standards relating to social and environmental responsibility, and internationally recognized human rights including laws preventing modern slavery

Anti-Bribery and Anti-corruption

As a Supplier to Protomatic we will:

- Not partake in any form of corruption or bribery, and ensure that business decisions are not influenced through any improper or illegal payments, either through cash, gifts, travel or anything else of value including intangible benefits
- Refrain from presenting any invitations or gifts, or anything of value, to Protomatic employees with an intention to gain any form of influence
- Disclose to protomatic any requests or pressure to provide bribes (any kind of benefit) in any form, either to Public Officials or any other parties, directly or indirectly, that may try to influence or provide an unfair business advantage

Books and records

As a Supplier to Protomatic we will:

- Maintain complete books and records that accurately reflect all business transactions and expenditures that are prepared in accordance with applicable laws and regulations

Conflicts of interest

As a Supplier to Protomatic we will:

- Avoid situations where our own interests conflict, or could conflict, with the business interests of Protomatic
- Notify Protomatic without delay, if we become aware of a conflict of interest, including if a Protomatic employee has a financial interest in our company or is related to our company in any other way



Protection of assets and information

As a Supplier to Protomatic we will:

- Contribute to safeguarding Protomatic assets from theft, misuse or waste
- Take necessary measures to protect, and keep Protomatic data and information that is available to us confidential

Anti-competition and economic and trade sanctions

As a Supplier to Protomatic we will:

- Not engage in any activities that could reasonably be construed as being anti-competitive, abusive or unfair, and comply with applicable anti-trust and anti-competition laws and regulations
- Comply with laws and regulations governing the export or import of goods, products and services, and those relating to economic and trade sanctions, and anti-boycott

Insider trading

As a Supplier to Protomatic we will:

- Avoid insider trading by not buying or selling Protomatic or another company's securities when in possession of insider information about Protomatic that is not available to the investing public, and that could influence an investor's decision to buy or sell the security

Employees

As a Supplier to Protomatic we will:

- Provide for safe workplaces that comply with international labor standards
- Ensure fair employment practices, and refrain from any form of unethical or illegal employment practices (such as harassment or physical assault, any form of slavery, servitude and forced or compulsory labor including, but not limited to child- labor)
- Not discriminate against employees on the grounds of their ethnicity, gender, sexual orientation, religion, ideology, disability or age - Assure the rights of association and collective bargaining and provide employees with written agreements of employment, as governed by local legislation
- Ensure that wages, working hours, vacation and leave periods provided to employees and hired external contractors are in accordance with applicable law and/or agreements
- Adhere to all applicable data protection laws



Environment

As a Supplier to Protomatic we will:

- Conduct our operations safely and minimize the environmental impact of our business activities
- Comply with applicable environmental legislation and permits

Communities

As a Supplier to Protomatic we will:

- Respect the local community and seek to prevent and mitigate adverse impact on local community

Standards towards our own Suppliers

As a Supplier to Protomatic we will:

- Demand from our own Suppliers and subcontractors to adhere to the principles set forth in this Vendor Declaration
- Systematically include and follow up on these obligations in our business relationships with them

Material compliance and conflict minerals

As a Supplier to Protomatic we will:

- Ensure that goods and materials provided to Protomatic are not sourced in illegal or unethical ways
- Confirm the implementation of appropriate due diligence measures for the responsible sourcing of minerals to ensure compliance with relevant regulations.
- In case we produce, buy or trade with regulated Conflict Minerals (tantalum, tin, tungsten, gold, or any other mineral or its derivatives determined to be financing conflict) from the Democratic Republic of Congo (DRC) or adjoining countries, inform Protomatic and upon request make our due diligence measures and results available to Protomatic, to eliminate the possibility that such minerals are supplied to Protomatic