

# Code of Conduct

—

This Code of Conduct sets out the essential principles and basic values to which we adhere in our day-to-day dealings with employees, customers, suppliers, society and the environment in our daily dealings as a global company. We act in accordance with an integrated corporate concept that encompasses all social, ecological and economic contributions of a company to the voluntary assumption of social responsibility on a sustainable basis and beyond statutory standards. In this respect, we are responsible for creating and maintaining a corporate culture in which the legal principles and ethical principles mentioned below are observed to the best possible extent.

—

*Procast Guss GmbH is committed to compliance with the following principles:*

## Human rights and laws

- We support and respect the UN human rights charter and ensure that we do not participate in human rights violations through our business activities.
  - We comply with the laws of the respective applicable legal system, this also and in particular applies to the respective applicable laws on fair competition, data privacy, protection of intellectual property of third parties, combating money laundering and insider trading.
- 

### Firmensitz

Procast Guss GmbH  
Brockhäger Straße 217  
D-33330 Gütersloh

Fon: +49 (0) 52 41/938-0  
Fax: +49 (0) 52 41/938-288

Internet: [www.proca.st](http://www.proca.st)  
E-Mail: [info@proca.st](mailto:info@proca.st)

### Geschäftsführer

Graziano Sammati

### Sitz der Gesellschaft

Gütersloh

### Registergericht

Gütersloh HRB 9987

### Umsatzsteuer-ID

DE 181 849 967

### **Basic rights of employees**

- We promote equal opportunities and equal treatment of our employees - regardless of their racial or ethnic origin, gender, religion or belief, any disability, age or sexual identity.
- We respect the personal dignity, privacy and personal rights of each individual.
- We do not employ anyone against their will and do not force anyone to work.
- We do not tolerate unacceptable treatment of employees, such as discrimination, coercion, abuse, exploitation or sexual harassment.
- We ensure that our employees are adequately remunerated and guarantee the legally established national minimum wage.
- We comply with the legal rules on working hours applicable in the respective country.
- We recognize the freedom of association of employees. We neither favor nor discriminate against members of employee organizations or trade unions.

### **Employee health and safety**

- We take responsibility for the health and safety of our employees in the work environment.
- We take the best possible precautions to contain risks and prevent accidents and occupational and occupational diseases.
- We maintain and promote an appropriate occupational safety management system that includes regular training in occupational safety.

### **Suppliers and partners**

- We are committed to appropriately promoting compliance with the principles and core values of this Code of Conduct among our suppliers and partners.
- We comply with the principles of non-discrimination in the selection of and dealings with our suppliers and partners in the same way as we do with our employees.
- We ensure in our supply chains that products delivered to customers do not contain any material from sanctioned countries.

### **Corruption and bribery**

- We do not tolerate or engage in any form of corruption or bribery, including, but not limited to, any unlawful offers of payment or similar gratuities to government officials and other decision-makers to influence their decision-making.

### **Child Labor**

- We do not hire employees who do not meet the respective legal minimum age for employees.

---

### **Environmental Protection**

- We apply an appropriate environmental management system.
- We reduce environmental impacts beyond the level required by legal norms and standards within the scope of technically and economically reasonable possibilities.
- We regularly review our environmental protection measures and implement appropriate improvement options.

---

### **Export guidelines**

- We operate an export management system in accordance with the rules of the European Union and the Federal Republic of Germany and strictly observe export bans.
- We do not tolerate any form of circumvention within our sphere of influence and do not engage in it in any way.
- We do not transact any business where there are indications to this effect.

We reserve the right to make appropriate changes to this Code of Conduct in the event of changes in the requirements for the compliance principles listed.

---

Gütersloh, 7th November 2023

Graziano Sammatì

