

CODE OF CONDUCT

HOW WE WORK TOGETHER







Dear Employees,

We, the PCG Group, with our companies and holdings are a family-owned company that works worldwide. The fair atmosphere in our group of companies plays a special role and we feel obliged to act in an ethical and proper way and to follow the legal framework conditions in whatever cultural area we are working.

We enjoy an excellent reputation among our employees and business partners. This is the basis of our entrepreneurial success in which each of us participates.

This is why our code of conduct applies to all of our employees, regardless of their position in the company or the country in which they work for the PCG Group.

Help us to continue our success story by observing these principles of conduct and by aligning your daily actions.

Your Management
Hanno Baumann

Hanno Baumann



SCOPE OF APPLICATION

The PCG Group includes national and international companies with different participation structures. This code of conduct applies directly to all employees and executives of the companies in which the Baumann Beteiligungs- und Immobilienverwaltungs GmbH (BBI) holds a share of at least 50%.

For all minority holdings we would like them to base their actions on these guidelines.



GENERAL LEGAL REGULATIONS

We conduct our business in accordance with the current laws and regulations. The observation of these regulations is essential for securing the PCG Group's future, the sustainable development of the company in the long term and for safeguarding jobs. Each individual is responsible for the compliance with the rules.

Any possible advantages for individuals or for the company will never justify illegal or unethical actions. The PCG Management will not tolerate and consequently sanction infringements.



CONFLICTS OF INTEREST

In our daily work we represent the PCG Group both internally and externally always aligning our actions in the company's interests.

We avoid possible conflicts between our personal interests and those of the company.

If conflicts of interest cannot be excluded, we ensure maximal transparency and make clear agreements with our superiors who safeguard the PCG Group's interests.



COMPETITION AND ANTITRUST LAW

In the relations with our business partner and market competitors we respect the rules of fair and free competition. This means that we always act within the scope of the local competition and antitrust law. The responsible persons are required to continuously obtain relevant information in this field, to respect the rules and to act accordingly.



BRIBERY AND CORRUPTION

We firmly reject any type of bribery or corruption. In particular, this also includes that offering or granting of whatever type of advantages to business partners, decision-makers and their persons of influence is not acceptable. Likewise, we will neither request nor accept advantages from suppliers and other service providers.

In no case gifts of money are to be offered or to be accepted. Otherwise it is to be ensured that gifts do not exceed the usual business-related framework.



SOCIAL RESPONSIBILITY AND EQUAL OPPORTUNITIES

Fair and respectful dealings with one another belong to our corporate culture. We respect and mind our staff's human and personal rights. This includes that we reject any type of child and forced labour. We observe the local rules and regulations regarding worker rights and protection, accident prevention and health protection.

We promote equal opportunities and do not prefer anyone because of his origin, nationality, religion, ideology, political views, sex, sexual orientation, handicap, or age.



INTELLECTUAL PROPERTY AND INFORMATION MANAGEMENT

Expert knowledge and internal confidential information are the basis of our entrepreneurial success. Therefore, we carefully handle relevant information and protect it against access by unauthorized persons. Accordingly, we mind and respect the intellectual property of third parties.



CONTACT PERSON

We immediately inform our superiors about infringement of the code of conduct. Furthermore, the staff of the personnel department and the management are always at our disposal for a relevant discussion.

We protect persons who report on supposed or revealed infringement against discrimination. In any case any information is treated confidentially.



PLANTAG Coatings GmbH

Plantagenweg 34-38

32758 Detmold

GERMANY

Fon +49 5231 6002 0

Fax +49 5231 6002 21

E-Mail info@plantag.de