



## P+S Anti-Corruption Policy

**Objective:** Our company is committed to the highest levels of integrity, transparency and ethics in all our business activities. This Anti-Corruption Policy is intended to ensure that we adhere strictly to all applicable laws and regulations and consistently reject any form of corruption.

**1. Definition of corruption:** Corruption is defined as the abuse of power or position to gain unlawful advantage, whether through bribery, extortion, embezzlement or other illegal acts. Any form of corruption, whether active or passive, is strictly prohibited in our company.

**2. Prohibition of bribery and corruptibility:** Employees and managers are prohibited from offering, promising, granting or accepting bribes, whether in the form of money, gifts, services or other favours. Accepting bribes from business partners or third parties is also forbidden. Any form of bribery or corruption is considered a serious violation of this policy.

**3. Transparency and documentation:** All business transactions and interactions, especially those with a potentially high risk of corruption, must be documented transparently and in full. This includes contracts, payments, benefits and other relevant information. Proper accounting and documentation is essential to ensure compliance with this policy.

**4. Conflicts of interest:** Employees and managers are obliged to disclose and avoid potential conflicts of interest. This includes personal interests that could conflict with those of the company, as well as relationships with business partners or third parties that could pose a risk to the independence and integrity of the company.

**5. Training and awareness:** All employees and managers receive regular training, and their awareness of the risks and consequences of corruption are raised. This includes imparting knowledge of relevant laws, guidelines and procedures for dealing with cases of corruption and promoting an ethical business environment.

**6. Reporting of suspected cases:** Employees and managers are obliged to report suspected cases of corruption immediately to the responsible office in the company. Whistleblowers are protected under the Whistleblower Protection Act and must not suffer reprisals for honestly reporting suspected cases of corruption.

**7. Enforcement and sanctions:** Violations of this policy will be taken seriously and penalised accordingly. Disciplinary action, including termination and legal action, may be taken against employees and business partners who have violated this policy. Our company will have zero tolerance for corruption in enforcing this policy.

**Conclusion:** This Anti-Corruption Policy emphasises our commitment to integrity, ethics and honesty in all our business activities. We strongly believe that consistent compliance with this policy not only strengthens our reputation and credibility, but also makes a positive contribution to the fight against corruption in society. Every employee and business partner is called upon to do his or her part to promote and maintain a corruption-free corporate culture.

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The Management of P+S Polyurethan-Elastomere GmbH & Co.KG