PeriGuard Protection
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ETHICAL GUIDELINES

PeriGuard GmbH | September 2026

About our code of conduct

PeriGuard supports the international human rights and labor standards as described in the United Nations Global Compact policy and hereby pledges to adhere to and promote the ten principles in the areas of human rights, labor standards, environment and anti-corruption.

All employees at PeriGuard have a responsibility to live up to the ethical guidelines. PeriGuard will strive to ensure that all employees are involved and that everyone contributes to a good and healthy corporate culture.

PeriGuard's Code of Conduct is applicable to all employees. It is management's responsibility to make these guidelines known throughout the organisation and to ensure compliance.

As an employee of PeriGuard you are obliged to familiarise yourself with and abide by the guidelines. Management shall be notified about possible irregularities, reprehensible or criminal offenses.

Human rights and labor

- PeriGuard supports the international human rights and labor standards as stated in the UN Global Compact. No person shall in any way cause or contribute to the violation or circumvention of human rights.

- PeriGuard will require that our suppliers and partners comply with the principles of the UN Global Compact. We will develop systems that contribute to such compliance. We place special emphasis on ensuring compliance with human rights, freedom of association, employees' basic rights and the prohibition of child labor.

- PeriGuard respects the individual employee's right to privacy and private interests, while requiring openness and loyalty to the group and the group's business interests. Personal gain must never come in front of the work for PeriGuard.

Environmental

PeriGuard shall strive to be among the best in health, environment and security. Everyone must contribute to an environment free of discrimination based on religion, colour, sex, sexual orientation, age, national or ethnic origin or disability. Everyone must also contribute to an environment free from bullying, harassment and the like. Behavior that can be perceived as degrading or threatening will not be accepted. All employees have a shared responsibility for achieving this goal.

Corruption

PeriGuard will actively avoid discrimination and oppose any form of corruption in connection with our business in accordance with the UN Global Compact's principles number 10 and will make similar demands on all our suppliers and partners.

Staff

General

- Employees of PeriGuard shall not enter into illegal anti-competitive agreements with business associates.
- Employees of PeriGuard shall not exchange illegal prices and / or market information with its competitors.
- Employees of PeriGuard shall comply with all relevant competition regulations.
- Business-related conflicts of interest may include, among other things, customers, suppliers, contractors, current or prospective employees, competitors and outside business activities. Should a conflict of interest arise you shall, on your own initiative evaluate and notify your business manager of partiality or conflict of interest.

Relationship with customers

Customers should be greeted in a positive but professional way and with respect. Employees of PeriGuard will always try to fulfill the customer's needs in line with the ethics that applies to the specific business area. Customers' privacy will be maintained in accordance with applicable privacy legislation.

Relationship with suppliers

- Suppliers shall be treated impartially and fairly. Vendors competing for contracts with PeriGuard will always be able to have confidence in our selection process. When selecting suppliers, the process should always be in line with the group's established guidelines.
- PeriGuard shall, by agreement, as appropriate, disclose the company's ethical guidelines.

Gifts and entertainment

- Customers, contractors and others as well as their representatives should not be given gifts with improper purposes such as personal gain and should be part of commonly accepted business practices.
- Representation should be directly related to the business and should not go beyond what is considered normal business practice.
- Gifts from current or potential future business partners will not be accepted if they have an estimated value more than € 50.
- Participation in business events that may affect an employee's impartiality needs to be approved by the manager. If in doubt, ask the manager.
- Gifts and entertainment should be accounted for and reported in relation to current legislation.

Sanctions for violations of the Group's Code of Conduct

Behavior in violation of our code of conduct can have serious negative consequences for PeriGuard and will be pursued. Failure to comply with this code of conduct might entail consequences in the form of an oral or written warning, or in more serious cases, prosecution, dismissal or termination of employment.