

Code of Conduct

ProMinent Group

ProMinent[®]

What guides us

The ProMinent Group is an innovative, responsible and high-performance company. With advanced products, comprehensive customer services and industry-specific solutions, we have been working for over 60 years to increase efficiency and safety for our customers - worldwide.

Applicable laws are the rules according to which we operate. They form the basis of our daily activities and must always be observed.

We expect responsible and lawful behavior as an integral part of our value system, as well as compliance with the standards of behavior laid down here, not only from our employees and executive bodies, but also from all our business partners.

We assume that your actions comply with applicable laws, the principles of fair competition and this Code of Conduct and we expect you to implement these standards in your supply chain as well.

Please take the time to familiarize yourself with the following regulations and act accordingly.

Heidelberg, this 1st January 2021

Sincerely,



Dr. Michael Benedikt Nagel
Managing Director ProMinent GmbH
Head of Compliance International



Jens Christian Böttcher
Head of Legal Germany

Fair competition



ProMinent respects the principles of fair competition and convinces its customers through quality, performance and service - not through illegal practices.

We comply with laws that protect and promote competition. This particularly applies to prohibitions of illegal contributions (corruption) and illegal collusion (cartel).

ProMinent clearly positions itself against corruption and does not tolerate it. Applicable anti-corruption regulations must always be observed. We also expect this from our business partners.

No gifts, payments, invitations or services may be offered, promised or granted to gain an illegal benefit. This is particularly prohibited in case the recipient of such contribution intends to influence a business relationship in

an unlawful manner or if, due to the value or nature of the benefit, there is a risk of jeopardizing the professional independence of the business partner.

The award of any contract must always be based on appropriate considerations and not on illegal contributions.

Attempts by competitors to fix prices or sales conditions or to divide markets, regions or customers or to boycott third parties are illegal and strictly prohibited.

The applicable laws regarding the protection of competition safeguard

free, undistorted and fair competition, which creates incentives for innovation and product quality and thus benefits us all - we have internalized this and expect the same from all our business partners.

We always strive to enter into contractual relationships only with those business partners, who are also clearly committed to fair and equitable competition.

Conflicts of interest

ProMinent attaches great importance to strictly separating private and business interests.

Company-related decisions must always be objectively justified and must be oriented towards the well-being of the company. Under no circumstances may decisions be made based on private interests in order to gain personal benefits.

If there are indications that a conflict of interest could exist, i.e. personal interests are in conflict with the interests of the company (conflict of loy-

alty) it is compulsory to report such conflict of interest prior to the conclusion of the respective contract. We expect the same from our business partners.

Already the mere appearance of such a conflict of interest must be avoided.



Data protection

ProMinent expressly supports the protection of personal data and the compliance with all applicable data protection laws and regulations.

In particular, data that relate or may relate to persons may only be collected, used and processed in accordance with the principles of legality, transparency, proportionality and data economy.

We expect you to act in the same way and in particular to treat ProMinent's data and information from ProMinent as strictly confidential and not to disclose them to unauthorized third parties.



Web-based, connected, transparent

With DULCONNEX, ProMinent offers the smart overall solution for the digital connection of your plant components.

Our role in a global environment

ProMinent is represented in more than 100 countries with more than 50 subsidiaries, 11 production sites and, in addition, with many reliable distributors. This internationality leads to a special responsibility of ProMinent, which we always take into account, as well as in special obligations, which we fulfil.

ProMinent expressly adheres to all regulations applicable to national and international trade, in particular in the area of export control and customs, and undertakes to comply with all regulations, license provisions and other guidelines concerning restrictions on the export and transfer of goods and services, as well as to comply with all international agreements on chemical substances, and other multi-purpose substances, in particular in connection with applicable foreign trade law and the laws of the European Union, if applicable.

We expect at least the same level of care from you with regard to existing import or export restrictions from you.



Handling of ProMinent property, protected and confidential information

Our global success story is based on high quality products and on decades of engineering competence, sound application knowledge and continuous readiness for innovation. Therefore, the ProMinent group continuously invests in research and development.

Our inventions, know-how and innovative developments form a valuable part of our assets and are essential for our success. Therefore, we protect our industrial property rights, such as patents, copyrights and confidential know-how and try to prevent any form of misuse.

We also expect you to respect and protect ProMinent's property and assets, including, without limitation, finished products, raw materials,

working materials, equipment, intellectual property and proprietary information.

Confidential information and documents that you receive from us must be treated confidential and with care and may only be used for business purposes.



Innovative and assertive

The ProMinent Group holds hundreds of patents – worldwide.



Human rights, labor and social standards

As a globally operating company, ProMinent particularly respects the principles of the International Charter of Human Rights, the ten principles of the UN Global Compact as well as the labor and social standards of the International Labor Organization (ILO) and expects its business partners, including in particular its suppliers to comply therewith as well and ensure compliance throughout their entire supply chain.

In particular, ProMinent does not tolerate any disadvantage or discrimination based on age, ethnic origin, skin color, gender, sexual orientation, identity or national origin, religion, disability or personal characteristics and preferences.

We strictly reject all forms of forced or child labor. We recognize the rights of all employees to form unions and employee representatives on a democratic basis and within the framework of national regulations.

The right to adequate remuneration is recognized for all employees. Remuneration and other benefits shall comply with applicable national and local laws or the general level of comparable national economic sectors, industries and regions.

We expect the same from our business partners. Ensure, in particular, that your employees are treated fairly and that their rights are respected.

Environmental protection, resources conflict minerals, health protection

With passion and commitment, ProMinent deliberately stands behind environmentally friendly, sustainable and economical solutions in dosing technology and water treatment.

The production of our products and the conduct of our business is always in compliance with applicable environmental, health and safety laws and our corporate standards.

In particular, we expect you to observe all applicable laws and regulations for the protection of the environment within the scope of their entrepreneurial activities and to appropriately weigh economic, ecological and social aspects against each other when providing the service/supply and thus to implement a sustainable development in the best possible way.

Continuous efficiency improvement with regard to resources is important for us. Waste of any kind as well as

all emissions to air, water or soil shall be avoided as a matter of principle. If emissions cannot be avoided through operational management, appropriate measures must be taken to minimize them.

In particular, we expect our business partners to refrain from supplying ProMinent with products containing metals whose source minerals or derivatives originate from a conflict region where they, for example, directly or indirectly contribute to the financing or support of armed groups, if and to the extent this violates applicable law. All applicable national or international laws and regulations must be strictly adhered to.



Occupational health and safety are inherent in all our business processes. The safety regulations existing in the ProMinent Group must always be observed, especially when visiting our premises, factories and subsidiaries; legal regulations and industry standards must always be complied with.

Social Responsibility

Since its origins in the 1960s, the ProMinent group has grown steadily - in Germany and around the world. ProMinent is one of the larger companies in the Rhine-Neckar metropolitan region.

This success results in a social responsibility to enable opportunities and growth for other people.

From the very beginning, this has been an important part of ProMinent's corporate culture. That is why the ProMinent group has been supporting and has sponsored numerous social institutions and facilities in the fields of technology and science, as well as clubs, athletes and charitable projects for many years.



Compliance with the code of conduct

Experience, industry knowledge and responsibility shape the attitude and decisions of the ProMinent management. Acting in the interest of the customer while at the same time considering the needs of our employees is our top priority.

This Code of Conduct was introduced on the initiative and with the full support of the management of ProMinent GmbH and is subject to regular review.

Each of our employees has to align his or her behavior with the principles laid down.

We expect our managers as well as you, our business partners and suppliers, to adhere to and to inform their/ your relevant employees about this Code of Conduct in an appropriate form, and to implement measures and requirements contained herein into their/ your respective supply chain in order to assume their/your responsibility and to set a good example.

Ready for you.
Ready for our partnership.

We live our values in all ProMinent subsidiaries around the globe. If you have any further questions, we will be happy to answer them.

ProMinent Group
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Inventive, progressive and cosmopolitan

The ProMinent group develops and manufactures components and systems for dosing liquids as well as solutions for water treatment and water disinfection.



Water Technology



Food, Beverage & Pharma



Power & Energy