

Conflict Of Interest Policy

Issued by	PROTEC GmbH
Applicable for	Office-Based Small Business Operations
Version	1.0
Effective Date	01.05.2026

1. Purpose

This policy helps PROTEC employees and representatives identify, disclose and manage situations where personal interests could conflict, or appear to conflict, with PROTEC's interests.

2. Examples of conflicts

- Financial interests in customers, suppliers or competitors.
- Accepting secondary employment that affects PROTEC duties.
- Personal relationships influencing business decisions.
- Use of PROTEC assets, information or position for private benefit.

3. Disclosure and management

Employees must disclose potential conflicts of interest to management before decisions are taken. Management determines appropriate mitigation measures, which may include recusal, supervision or restructuring of responsibilities.

4. Review

This policy is reviewed at least annually.