

Human Rights & Labor Policy

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

1. Purpose

PROTEC GmbH respects internationally recognised human rights and fair labor standards. This policy describes PROTEC's commitment to dignified working conditions within its own operations and across its supply chain.

2. Scope

This policy applies to all PROTEC operations and to suppliers and partners who deliver goods or services to PROTEC or on behalf of PROTEC.

3. Commitments

- PROTEC rejects child labor, forced labor, human trafficking and any form of discrimination or harassment.
- Working hours, health and safety standards and freedom of association are respected in accordance with applicable law.
- PROTEC expects suppliers to uphold equivalent human rights and labor standards.
- Concerns may be reported without fear of retaliation.

4. Supply chain

PROTEC is a distributor of electronic components and does not manufacture products. PROTEC assesses human rights and labor risks in its supply chain and works with partners to remediate identified issues.

5. Review

This policy is reviewed periodically and updated as required.