

Living Wages Statement

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

1. Purpose

PROTEC GmbH is committed to fair compensation that supports a decent standard of living for employees and equitable pay practices across its operations.

2. Commitment

PROTEC pays employees in accordance with applicable laws and collective agreements and strives to provide compensation that meets or exceeds living wage benchmarks relevant to the location of employment.

- Equal pay for equal work regardless of gender, origin or other protected characteristics.
- Transparent compensation structures and regular review of pay practices.
- Expectation that suppliers respect fair wage principles in their operations.

3. Review

This statement is reviewed periodically and updated when legal or market conditions change.