

Corporate Social Responsibility

Sustainability Report 2019

Our treatment of customers and employees as well as natural resources is described in the Code of Conduct.

Looking back on 2019, the following was established concerning our work with customers and employees:

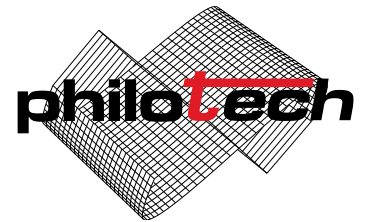
our obligations towards sustainability with respect to employees, customers and resources were adhered to and our sustainable actions were further developed.

- Applicable laws were observed and suitable processes followed.
- Human rights were respected; forced and child labour were not deployed in any way.
- Equal opportunities and equal treatment were top priorities and any form of discrimination was categorically ruled out.
- Any form of corruption, bribery or accepting advantage did not apply.
- Our employees were paid appropriately.
- Preventive measures were implemented in occupational health and safety.
- Management with natural resources was carried out with awareness and a special sense of proportion.
- Data protection, secrecy and information security played a significant role and were complied with by means of certain processes.

The company processes were constantly checked and improved.

As well as the social responsibility for our employees, we are equally aware of our responsibility towards society as a whole.

We regularly support charitable institutions with the donations we make. In 2017 we made a donation to "Die Arche", an organisation which supports children to discover their potentials and stands for encouraging talents, enabling education and giving chances.



Taufkirchen, 28.03.2020

Philotech GmbH

A handwritten signature in blue ink, appearing to read "H. Dirscherl". The signature is fluid and cursive.

Hartwig Dirscherl
Chief Executive Officer