

Environmental Social Governance (ESG) @ PISACANE

As of 07/2024



Our commitment to ESG

What we stand for

For more than 35 years, the foundation of our business lies in our ability to provide cost-efficient and **reliable** information, while working flexibly in the context of **strictly confidential** strategical projects.

We operate in **Germany, Europe** and comply with all applicable laws and regulations and **do not outsource** any part of our business to third parties.

We aim to preserve and further build **sustainable relationships** with our colleagues and clients based on high standards of legal compliance, fairness, transparency, and objectivity.

Our mindset and philosophy is rooted in the **Ten Principles of the United Nations Global Compact** in the fields of Human Rights, Labor, Environment and Anti-Corruption and the **17 Sustainable Development Goals of the United Nations**

Message from our Managing Director



At our company, we are committed to uphold the highest standards of **ethical behavior** which are reflected in our **code of conduct**.

We commit to acting with **honesty, integrity, transparency and respect** towards our employees, clients, suppliers and the community.

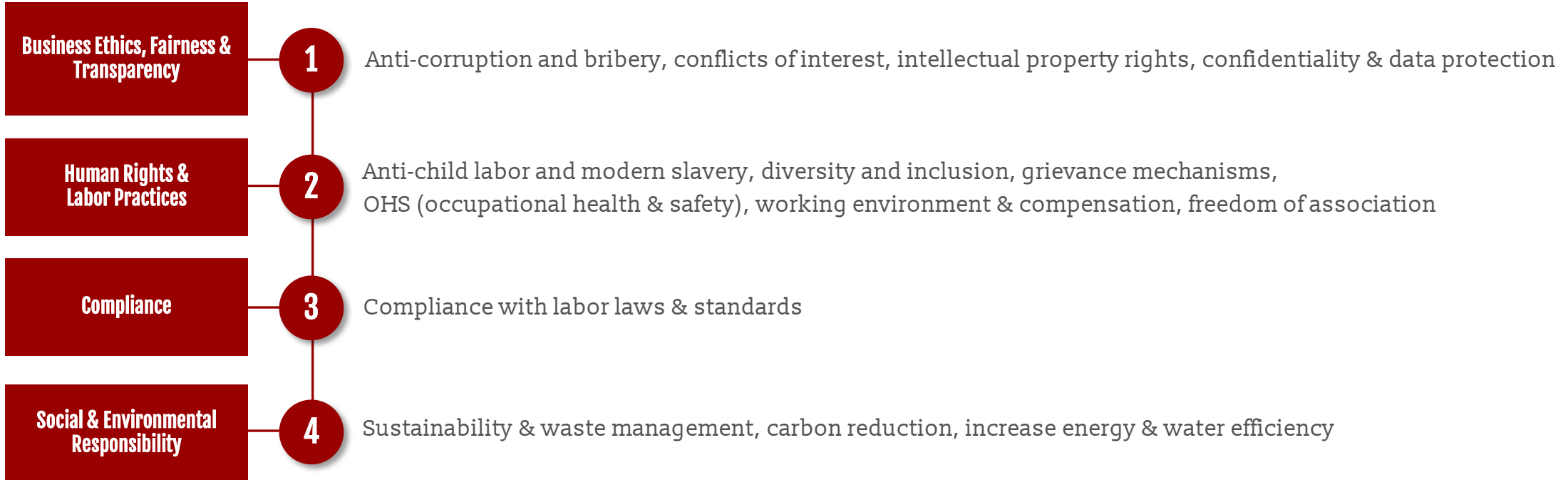
We value **diversity, sustainability and innovation** in everything we do.

Together, we strive to create a **positive and inclusive work environment** where everyone can thrive and contribute to our collective success.



Andreas R. Pisacane – Managing Director

Our Code of Conduct comprises 4 key pillars



1 Business Ethics are at the core of our daily work

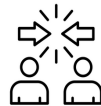
To ensure fairness, transparency and sustainable research services, we fully comply with all applicable German and EU laws and regulations



Integrity & transparency are essential - bribery & corruption have no place at Pisacane!

Anti-corruption & bribery

- ✓ **Never offer or accept** any kind of monetary or non-monetary incentives in exchange for favors or improper advantages
- ✓ **Obligation to report** of suspected incidences
- ✓ **Continuous reminder & updating** of internal guidelines



Conflicts of interest must always be disclosed and avoided to ensure trust & fairness in all decisions!

Conflict of interest

- ✓ Act with **integrity** and **honesty**
- ✓ All employees are **encouraged to disclose** any situations, transactions or relationships that may influence business affiliations
- ✓ Owner-managed, fully independent company with no affiliation to political associations



Respecting intellectual property rights is vital for fostering innovation and protecting creativity!

Intellectual property rights

- ✓ **Third-party** rights including patents, copyrights, trademarks, and trade secrets are to be **respected at all times**
- ✓ Our **clients are obliged** to do the same, e.g. with mutual agreements and instructions for the use of data
- ✓ **Diligent performance** of research services with up-to-date guidelines, procedures and templates



Confidentiality & data protection are paramount to safeguarding personal information and maintaining trust!

Confidentiality & data protection

- ✓ **Confidentiality** must be maintained **on all levels** and functions – internally and with client
- ✓ Processing of personal data in compliance with the General Data Protection Regulation (GDPR) and other applicable laws
- ✓ Elaborate information security procedures in place

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We take our responsibility in the areas of human rights and labor very seriously

Mutual respect is the foundation to maintain our inclusive, safe and healthy work environment under one roof

No participation in slavery, forced or compulsory labor, suppression, exploitation, child labor and human trafficking

Anti-child labor & modern slavery



Multiple reporting channels and procedures in place, e.g. System for the Protection of Whistleblowers, Equal Opportunities Officer, Works Council

Grievance mechanisms



Adherence to the requirements of the Immigration Office and the Federal Employment Agency regarding minimum wages and fair salaries in the respective sector and region

Working environment & compensation



Diversity & inclusion

Our diverse multi-cultural team speaks ~25 languages and everyone is afforded equal opportunities regardless of race, religion, gender, age, disability, or other characteristics



Occupational health & safety

Elaborate and certified health & safety program in place, incl. appropriately equipped offices and trained first responders for emergencies



Freedom of association

Right of employees to create or join associations of their own choosing, without being disadvantaged

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We continuously make all Team Members aware of compliance

The Pisacane values, ethics and standards reflect the regulatory landscape



Internal Guidelines & Procedures

Translating the regulatory environment into best-practice procedures



Laws related to Labor and Employee Rights

Observing regulations on the local, federal and EU-level



Frameworks with Clients

Cooperation shall have the goal to maintain the highest environmental & social standards, while ensuring strict confidentiality

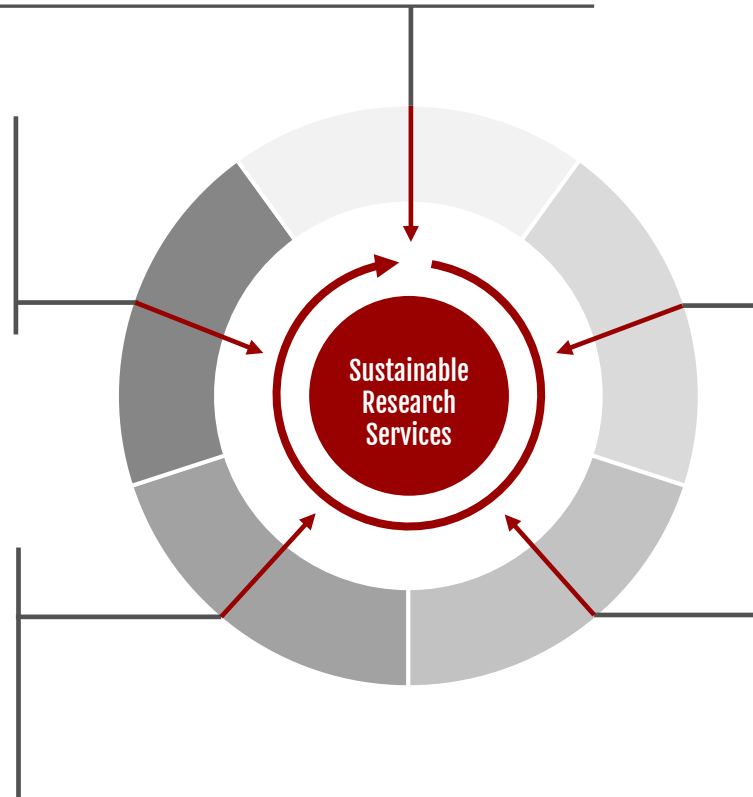
General Data Protection Regulation (GDPR)

Protecting every person's right to be in control of their personal data



Copyright Law

Respecting the rights of any author or creator



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Social and Environmental Responsibility is incremental to our way of working

We are committed to do our part to help society and the environment



Taking action to improve sustainability

- Continuous reminders and exchanges with all employees on environmental topics
- Encouraging and subsidizing the use of public transport
- Waste minimization, separation and recycling, as per regional regulations
- Additional internal guidelines in place, e.g. minimizing print-outs



Carbon reduction, increase energy & water efficiency

- Pure service sector and nearly no business travels, therefore very limited greenhouse gas emissions per se
- Office building is subject to various regulations and requirements, e.g. regarding insulation, decrease in energy consumption, documentation in form of the "Energieausweis" (energy pass)
- Guidance to reduce energy consumption on all levels, e.g. using blinds/natural ventilation instead of A/C, turn off lights & equipment after leaving



Community relations

- We only donate to independent, carefully selected, recognized charities or humanitarian organizations with which we have no business relationship
- Close cooperation with local universities to provide foreign students a solid foundation for their further careers