

A close-up photograph of two hands, one from a darker-skinned person and one from a lighter-skinned person, both making peace signs (V-signs) against a blurred background of green foliage. The hands are positioned in the lower right quadrant of the frame.

LABOR AND HUMAN RIGHTS

Ecology, economy and the social dimension of sustainability have become undisputed companions for us, the PROLICHT family, but also competitive factors in recent years. This content is not only manifested in our daily activities at headquarters, in our co-operation with customers, partners and suppliers, but is also shared with the public on our communication channels. We are less concerned here with reporting on our own commitment, but much more with trying to convince those who come into contact with us along the value-added process of “sustainable economics”.

With the creation of the “Environmental Statement of PROLICHT”, we aim, on the one hand, to make our ecological achievements transparent and to share them with all our stakeholders, on the other hand, we also want to set an example and underline that environmentally conscious action is not only an obligation for all of us, but can also be economically profitable.

We pursue the same goal by creating and publishing all documents that enable us to make our sustainable commitment available to the public.


In addition to the present report on “LABOUR & HUMAN RIGHTS”, this includes the following reports, documents, guidelines, codes and guidelines:

- the “SUSTAINABILITY STRATEGY”
- the “SUSTAINABILITY REPORT”
- the “ENVIRONMENTAL DECLARATION”
- QUALITY, HSE & ENERGY POLICY
- the “GUIDELINES OF CONDUCT FOR SUSTAINABLE PROCUREMENT”
- the “DECLARATION OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS”
- the “PROLICHT CODE OF ETHICS & CONDUCT”

With the signing of the PROLICHT Declaration of Principles on “RESPECT FOR HUMAN RIGHTS”, the management and the division heads (management circle) agreed to guarantee the protection and safeguarding of the rights of all (FELLOW) PEOPLE, which are interwoven with our business processes. For this reason, PROLICHT has a clear and unambiguous claim to respect all internationally valid human rights.

This principle is not only a pre-determined path for all our employees, but also a criterion for the selection of our business partners. We expect them to comply with the applicable laws, directives, norms and regulations of the human rights conventions. In doing so, we see it as our duty to respect and strengthen internationally recognized human rights and to prevent human rights violations.

These include, in particular, discrimination, occupational health and safety, fair pay, working hours, child labour, forced labour and freedom of association.



Walter Norz (CEO/ Bereichsleitung Vermarktung)	Eva Dengg (Bereichsleitung Support Team)	Manfred Waldauf (CFO/ Bereichsleitung Zentrale Dienste)	Alois Gander (Bereichsleitung Produktion)	Thomas Riedler (Bereichsleitung Technik / R&D)
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Götzens, am 13.10.2021

SCOPE OF THE REPORT

The scope of the PROLICHTS social management system is defined in the following chapter. In preparing it, we tried to base our actions primarily on the 17 Sustainable Development Goals of the United Nations. It is extremely important for PROLICHT to contribute to the achievement of these objectives.

The objectives developed in the social management system and the necessary derived measures are also described in this report in the document “PROLICHT SUSTAINABILITY GOALS 2030”. The derived fields of action have been influenced by the content

- the PROLICHT sustainability strategy,
- the PROLICHT Declaration of Principles on Respect for Human Rights and
- a previous “materiality analysis”.

The management team was supported by the internal team “IMS” (Integrated Management) in the preparation of the document “Report on Labour & Human Rights”. A key figure-based analysis, the weighting of the focus areas with the help of the “materiality analysis” and the above-mentioned documents supported the senior management in the fixation.

The analysis on which this report is based included only:

- the properties at the PROLICHT headquarters and none other
- the products PROLICHT produces and distributes
- the years 2021-2022 (tw. 2020)

TRANSPARENCY ON SOCIAL RESPONSIBILITY

Our social management system was based on, or today follows, the “Guiding Principles for Business and Human Rights” (UNGP = UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS & HUMAN RIGHTS) in its implementation, management and review of human rights issues.





That is why we align our business activities with the following internationally valid standards and guidelines:

- United Nations Universal Declaration of Human Rights (UN-UDHR)
- United Nations Guiding Principles on Business and Human Rights (UNGP)
- International Labour Organization (ILO) Conventions and Recommendations on Labour and Social Standards
- Principles of the United Nations Global Compact (UNGC)
- United Nations Convention on the Rights of the Child (UN-CNC)
- United Nations Convention on the Rights of Women (UN-CEDAW)
- Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

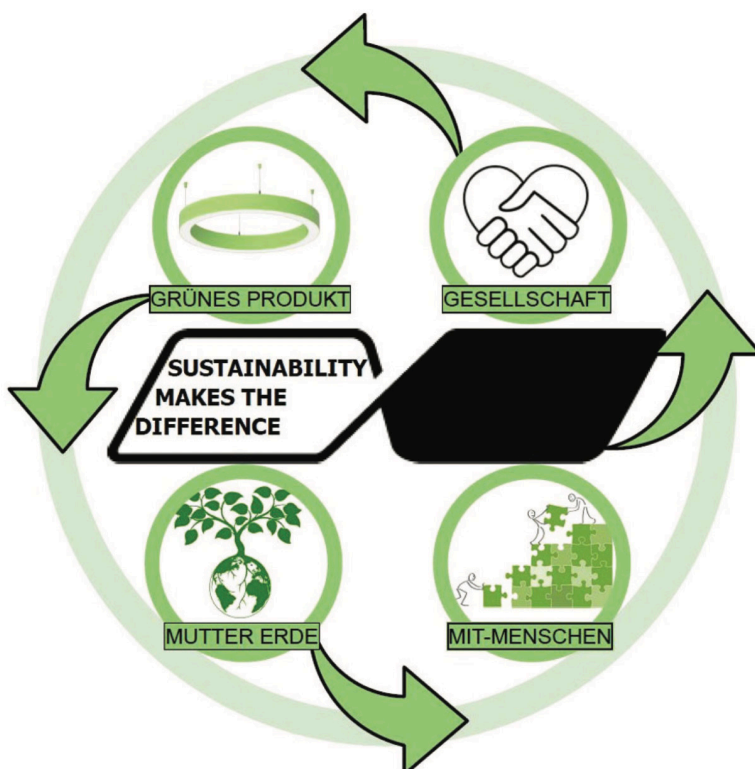
ANALYSIS OF SOCIAL PRIORITIES

The following graph represents the materiality analysis used by senior management to identify the company-specific focus topics. These have been placed in relation to our social management system at all times of the analysis and always reflect our responsibility to uphold and protect labour and human rights.

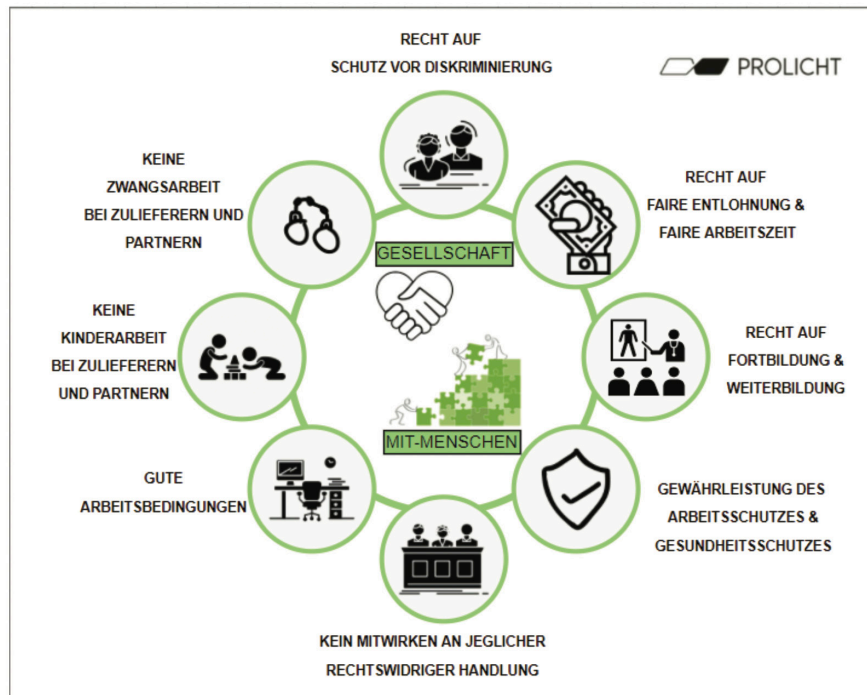
WESENTLICHKEITS-ANALYSE "ARBEITS- & MENSCHENRECHTE"

Kriterien	Größe					
	Klein  bis 99 Mitarbeiter		Mittel  100-999 Mitarbeiter		Groß  ab 999 Mitarbeiter	
Mitarbeitergesundheit & - Sicherheit	✓		✓			
Arbeitsbedingungen	✓		✓			
Sozialer Dialog	?		✓			
Karrieremanagement & Training	✓		✓			
Kinderarbeit, Zwangsarbeit & Menschenhandel	Nichtisiko-Land ?	Risiko-Land ✓	Nichtisiko-Land ✓	Risiko-Land ✓	Nichtisiko-Land	Risiko-Land
Diversität, Diskriminierung & Belästigung	✓		✓			
Menschenrechte externer Stakeholder	Nichtisiko-Land ?	Risiko-Land ✓	Nichtisiko-Land ✓	Risiko-Land ✓	Nichtisiko-Land	Risiko-Land
eine Berichterstattung zu diesen Kriterien ist für die PROLICHT GmbH nicht relevant 						

The findings of the PROLICHT Sustainability Strategy and the PROLICHT Declaration of Principles on the Respect of Human Rights were considered together with the above materiality analysis. In summary, the 8 identified priority topics on the topic of “labour and human rights” can be assigned to the PROLICHT sustainability dimension “WITH PEOPLE”.



The following graph describes the 8 identified fields of action that the top management, with the support of the IMS team, was able to identify in their analysis.



OUTCOME OF SOCIAL PRIORITIES

In order to meet our goal-oriented guidelines, PROLICHT thus supports in-house measures such as

- Protection against discrimination
- Fair pay & fair working hours
- Continuing education and training
- Good working conditions
- Establishment of long-term employee relationships
- Occupational health and safety
- No participation in any illegal activity
- Checking our suppliers and partners for compliance with the prohibition of child and forced labour

After the identification and prioritization of the social aspects (essentiality analysis) the derivation of fields of action. These are also updated every two years in this document “LABOR-& HUMAN RIGHTS REPORT PROLICHT” as well as in the “PROLICHT SUSTAINABILITY GOALS 2030”¹. The IMS team ensures that the formulated objectives are also measurable, i.e. SMART formulated. In this way, our measures are continuously checked for implementation status by the IMS team. The top management (leadership) carries the fields of action down to the individual teams of the PROLICHT headquarters. It also guarantees sufficient resources (manpower and €) for the timely implementation of the social action plan.

The IMS team supports the implementation of the individual fields of action through regular audits, and immediately reports non-conformities to the management group (FK). The latter then decides on the further course of action.

The evaluations and updates of the social measures plan carried out every two years are also documented in the “LABOR-& HUMAN RIGHTS REPORT PROLICHT”.

17 SUSTAINABLE DEVELOPMENT GOALS (UN)

Already in Chapter 2.2 8 priority topics could be identified. In deriving individual areas of action, we aim to align our actions with the 17 Sustainable Development Goals of the United Nations. The “17 Sustainable Development Goals” (SDGs2) follow the global plan to promote sustainable peace and prosperity and protect our planet. We also want to support this overarching objective with a targeted social action plan.



Through our commitment to sustainability, we see our contribution to the achievement of the following SDG goals:



Objective 3: Health and well-being



Objective 10: Reducing inequality



Objective 5: Gender equality



Goal 12: Sustainable consumption and Production



Objective 7: Affordable and clean energy



Objective 13: Climate action



Goal 8: Decent work and Economic growth

Our efforts to support the SDG goals in the context of the topic “Labour & Human Rights” can be summarized under the PRO-LICHT sustainability dimensions “WITH PEOPLE” & “SOCIETY”. In order to fulfil our “Social Responsibility”, i.e. the protection and safeguarding of labour and human rights, we are implementing measures that also support the achievement of SDG goals 3, 5, 8, 10 and 13.



„FELLOW HUMAN BEINGS“ -> Employees, Partners, Suppliers and Customers



„SOCIETY“ -> Social Commitment and Responsibility

FELLOW HUMAN BEINGS:

In particular, we will pay attention to the following issues in this report or in our Social Action Plan:

- Health, people and employees
- Safety of employees at work
- Continuing education and training of employees
- Equal opportunities between the sexes

SOCIETY:

Social sustainability is important to us because it is the basis of countless directives, regulations, laws and rights. For PRO-LICHT, the focus is on complying with internationally applicable regulations, which at the same time supports the implementation of our social management system. In addition, we want to put in place targeted measures or incentives that not only PROLICHT, but also regionally based groups, associations and institutions, follow our example and take social commitment on their own initiative.

With our “Social Action Plan” we want to take up the theme of “equal opportunities”. In doing so, we focus on:


- Equality between women and men Gender Pay Gaps
- Increasing equal opportunities (PROLICHT International)

SOCIAL ACTION PLAN

The PROLICHT social action plan is, like the environmental programme, part of the PROLICHT action plan to achieve our sustainability goals. Both programmes are therefore summarised in the document “PROLICHT SUSTAINABILITY GOALS 2030”. This document summarizes all measures of the 4 sustainability dimensions of PROLICHT and is continuously updated. By implementing these measures, we want to contribute to supporting the 17 Sustainable Development Goals of the United Nations. The following table describes the fields of action of PROLICHT that we have derived in the Social Measures Plan.

THE HUMAN SOCIAL DIMENSION

The following examples are an excerpt from the multitude of measures that PROLICHT has already implemented or is actively implementing in the course of its Social Action Plan. The overall overview of all measures has already been summarised in tabular form under the heading “SOCIAL ACTION PLAN”.

ASPEKTE DER NACHHALTIGKEIT	UNTERSUCHUNGS-BEREICH (ORT)	UNTERSUCHUNGS-ZEITRAUM	NACHHALTIGKEITS-ZIEL	BEWERTUNGS-KENNZAHL	MASSNAHME	VERANTWORTLICHER BEREICH	PATE	AUDIT
GESELLSCHAFT 	Produktion HQ, Administration HQ	2022-2030	Gender Mainstreaming @ PROLICHT II	Verhältnis Gehälter m/w	Reduzierung des Gender Pay Gaps am HQ PROLICHTs im Zeitraum 2022-2026 um 5%	FÜHRUNGSKREIS	Eva D.	2022-2030
	PROLICHT Global	2024-2030	Steigerung der Chancengleichheit	je nachdem was wir umsetzen	Arbeitsbedingungen aller internationalen PROLICHT Mitarbeiter an die Benchmark vom PROLICHT Headquarter anpassen	FÜHRUNGSKREIS	Manfred W.	2024-2030

FIELD OF ACTION ‘SPORT ACTIVITIES’

To highlight just one measure, we would like to mention our “weekly run” here. This serves as a preparation for the annual “Tyrolean Company Run”. The aim is not to win great placements at the race in Innsbruck city centre, but, despite the voluntary basis, to inspire more and more employees to take part in the weekly training at the headquarters in order to create a balance to work, especially in the summer months. The campaign is being organised by the HR team. Due to the weekly rhythm, these measures, like many standard measures (evaluation of occupational safety, PPE protective equipment, §82b inspection, etc.), serve to improve employee health and prevent accidents and illnesses.



FIELD OF ACTION “GOOD WORKING CONDITIONS”

On the one hand, PROLICHT has committed itself to the Lean Production concept and has thus created high-quality, standardized workplaces for all employees in recent years, while on the other hand, various workplace evaluations take place at short intervals throughout the year at the entire headquarters.

Both activities aim, among other things, to ensure that in all areas of the company, workplaces comply with legal regulations but also satisfy personal concerns. Among other things, reference can be made here to “SAFETY AND HEALTH DOCUMENTS” & “COURSE PROTOCOLS” of our external safety and health specialist. These are our measures to make the workplace of our employees safe and to protect their health.

 SGD 001	
ANWENDUNGSBEREICH <div style="display: flex; align-items: center;">  <div> R&D Bereich </div> </div>	
Ergebnis der Tätigkeitsanalyse / Arbeitsplatzanalyse SICHERHEITS- und GESUNDHEITSSCHUTZDOKUMENT <small>Gemäß §9 Arbeitssicherheitsgesetz (ASchG)</small>	
Beschäftigte	Ca. 24 Beschäftigte Es werden im Normalfall keine Schichtarbeiten durchgeführt. Auskünfte sind über das Personalbüro einzuholen.
Stellenbeschreibung	<ul style="list-style-type: none"> • Neue Produkte entwickeln • Neue Produkte vorschlagen • Kundenanfragen bearbeiten • Zeichnungen von Kundenspezifischen Profilsystemen erstellen • Bereitstellung aller relevanten Roboter Daten • Lichttechnische Daten bereitstellen (LVK) • Kundenreklamationen aufnehmen und abarbeiten • Zertifizierungen durchführen • Abwicklung von Versicherungsangelegenheiten bei Reklamationen • Montageanleitungen erstellen • Projekte leiten und mitarbeiten (Strategie, Kalzpunkte) • Im temporären Team für Katalog mitarbeiten • Im temporären Team für Messen mitarbeiten • Lieferantenkontakte pflegen • Leistungsbereich kontinuierlich verbessern • Schulungen erteilen und halten • Kalibrierung und Wartung der vorhandenen Messinstrumente
Relevante Bescheide, Aufforderungen des Arbeitssicherheitsrates	Diese Unterlagen liegen bei der Geschäftsführung bzw. im Personalbüro auf.
PERSONAL	
Verzeichnis Arbeitnehmer	Personaliste / Personalordner liegen im Personalbüro auf.


 Dieses Dokument darf ohne Genehmigung weder kopiert noch veröffentlicht werden. Die Verantwortung für den Gebrauchsbereich des oben angeführten Unternehmens besteht.
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2021 Seite 1 von 3



FIELD OF ACTION “CONTINUING AND CONTINUING TRAINING OF EMPLOYEES I”

Under the motto “TRAINING MAKES THE DIFFERENCE”³, all new employees who have joined the PROLICHT family are entitled to undergo a training program in the first month. This is based on a one-week basic training as well as on a three-week additional training in the area in which employees will gain a foothold in the future. On the one hand, we guarantee that our new colleagues go through a guided “onboarding-training-period” before they start their new job in a trained way. On the other hand, this also has the advantage for PROLICHT that after these 4 weeks of intensive training, every employee is ready for deployment in the fastest possible way and trained to become an independent worker. This also includes several days of work in the final assembly of PROLICHT, in order to get to know the colleagues there and to build up knowledge of the product and production process.

One of the key themes in 2022 is the “Revitalization” of the training programme. Here, PROLICHT aims above all to individualize the structure of the training program, i.e. above all to optimize the training structure, to create more individual training plans dedicated to the position of the employee.



FIELD OF ACTION “CONTINUING AND CONTINUING TRAINING OF EMPLOYEES II”

In addition to an internal training programme, senior management naturally also provides external training and further training measures for employees.

As an innovation-driven company, we see the training of our employees as the key to being able to sustainably compete on the market and develop further. As an example, we want to use the training of three employees in 2022 who will be externally trained in the subject of “SCRUM”, a project management methodology.

In order to be able to better manage the subject of continuing education and training for our employees in the future, the funds raised for continuing education and training have been monitored since 2022. PROLICHT aims to increase the budget for continuing education and training by 5-10% each year.



FIELD OF ACTION “GENDER MAINSTREAMING @ PROLICHT I”

In our “DECLARATION OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS”, we aim, inter alia, to “eliminate social inequalities between women and men of all kinds”. When allocating vacant positions at headquarters, care is taken to ensure that the ratio between employed women and men always remains a balanced one. Our target is an increase of 3% compared to 2020 by the end of 2022.

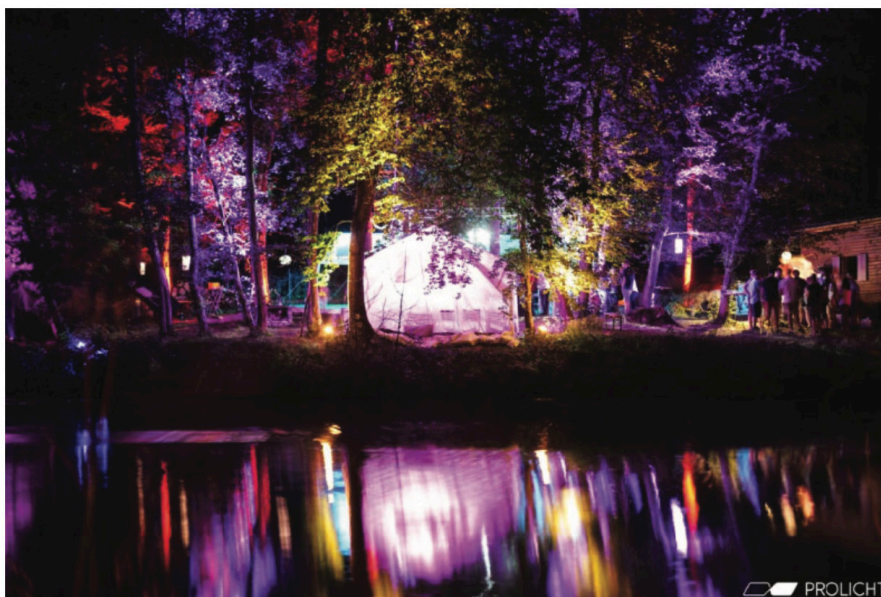
FIELD OF ACTION “BUILDING LONG-TERM EMPLOYEES”

In our HSQE paper⁴ we strongly emphasise the importance of our employees. In the chapter “OUR EMPLOYEES, THE MOST VALUABLE ASSET” we make it our duty to promote the development of long-standing employees. Internal relations. PROLICHT dedicates itself to this responsibility by laying down fields of action both in the present report “on labour and human rights” and in the social management programme.

All our measures relating to the employees aim to create a lasting bond between employees and employees. Employers and employees: The departure of a colleague weighs heavily. We are aware of this fact. With specific actions, we therefore aim to become an “attractive employer” in the low mountains. The proportion of employees with more than 5 years of service is to be increased by 3% within 2 years (2020-2022). This trend is expected to be repeated every year by the end of 2030, which is the benchmark against which we evaluate our actions in this area.

The following derived measures, which make us the “most attractive employer in the low mountains”:

- Home office agreement
- Expansion of the connection of the headquarters to the public transport network
- PROLICHT “Summer Festival”
- Over-collective remuneration



(LIGHTS Summer Festival)

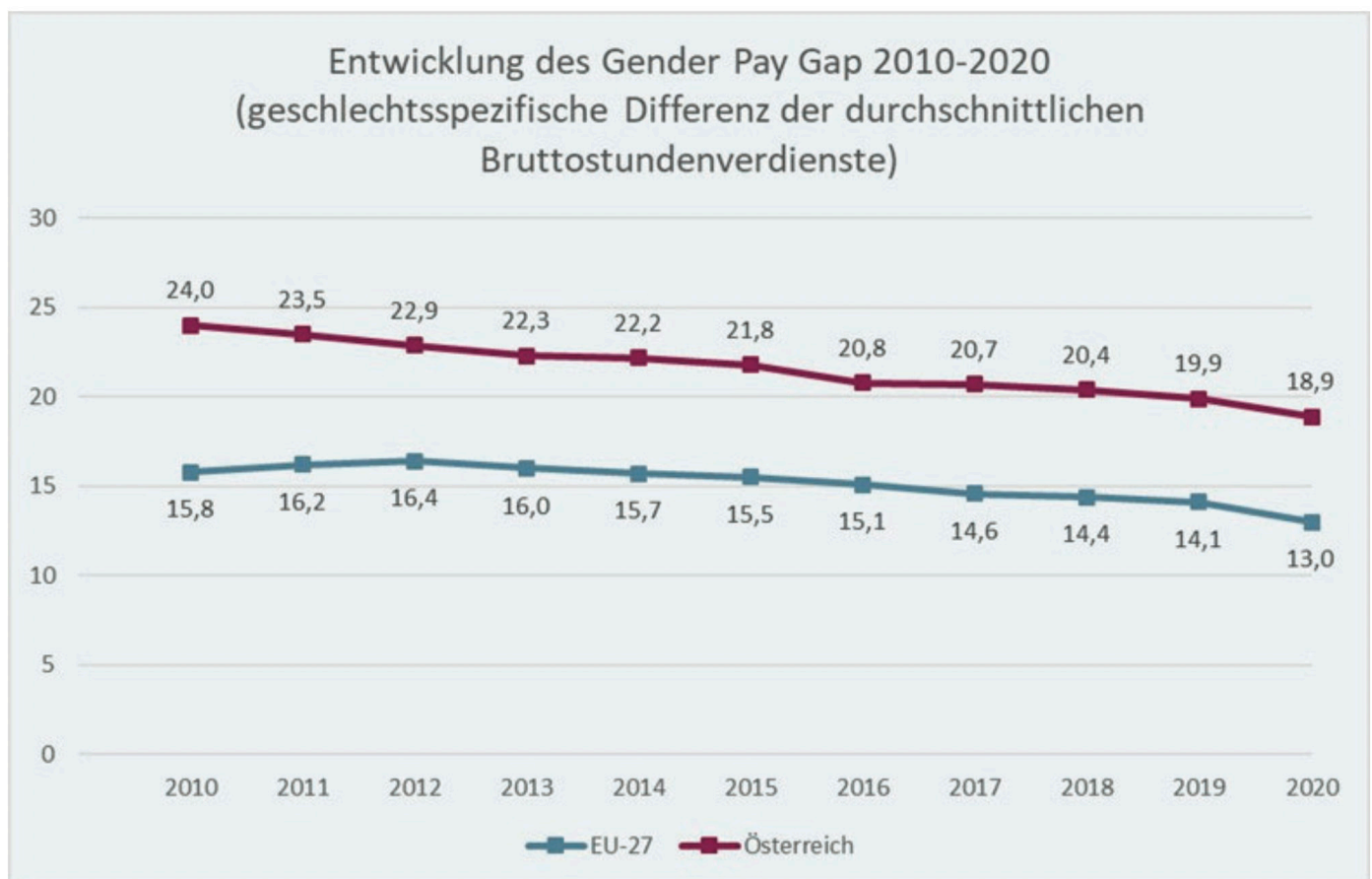
SOCIAL ASPECT „SOCIETY“

The effects of our social action plan are aimed both at the well-being and protection of our employees, but also at contributing to society. PROLICHT aims to create incentives to achieve greater social acceptance or even participation in the implementation of socially and ethically oriented measures.

The following 2 measures are examples of measures of the PROLICHT Social Measures Plan aiming at social effectiveness.

FIELD OF ACTION “GENDER MAINSTREAMING @ PROLICHT II”

Unfortunately, unfair and unjustified discrimination against women in terms of pay has arisen around the world. Under the name “GENDER PAY GAP”, PROLICHT also sees itself as responsible for ensuring a more balanced remuneration. Certainly this is a project that cannot be carried out overnight and especially not by PROLICHT alone. Here we see ourselves more as pioneers of a movement that is long overdue. For example, our sustainability goals stipulate that we want to reduce the imbalance in the remuneration of female and male employees by 5% in the period 2022-2026. We try to adapt this plan every two years in order to achieve a reduced imbalance below the European average by 2030. The following graph shows the development in recent years both in Austria and in the European Union. This shows that Austria and, consequently, companies based in our country not only have a lot of ground to make up for in terms of equality, but are even lagging far behind the European average. We want to counteract this fact with our efforts in the coming years. The first step in this Social Action Plan to the end of 2022 addresses the development of an adequate base of indicators. After that, it is possible for us to evaluate and estimate the development correctly based on the measures taken.



ACTION AREA „INCREASING EQUAL OPPORTUNITIES“

As a final measure, we want to highlight in the report on “Labour & Human Rights” the field of action “increasing equal opportunities”. Equal opportunities in all matters and not only in relation to our headquarters, that is the aim of this measure of the management.

PROLICHT GmbH, as an internationally active company, has established its headquarters at the headquarters in Neu Götzens in Tyrol, but over the years also an extensive global network of showrooms, branches and even production plants all over the world. This expansion of PROLICHTS, also strategically planned, will continue to progress in the future.

In order to put sustainable development on a secure foundation internationally, the top management has decided to derive measures to ensure balance and equality also worldwide and beyond the boundaries of the company. The focus here is on the family, i.e. PROLICHT GmbH.

Nevertheless, in our role as a role model, we do not want and cannot take responsibility away from those involved in our business processes.

In addition to internationally applicable laws, guidelines and regulations, which we of course comply with at the respective national level, PROLICHT will measure and adapt the working conditions of all international PROLICHT employees at the benchmark of Prolicht Headquarters.

So it is the goal that everything that applies or has been built up at the headquarters must also apply to all our colleagues, but also to partners, customers and suppliers.

The first steps in this direction are:

- Workplace standardization Production Valencia -> Our colleagues in Spain should also have the same conditions, the same protection and the same comfort as the colleagues in production at HQ. Since April 2021, we have been continuously optimising our production facility in Valencia.
- Extensions of supplier agreements to include CSR guidelines of PROLICHT
- Etc.

KEY FIGURES SOCIAL MANAGEMENT SYSTEM

The following chapter describes, on the basis of key figures, the actual or intended situation of our social management system. We also discuss the effects of our individual measures, which are evaluated, among other things, in terms of their achievement. We have used a small selection of indicators which we consider to be representative of the functioning of our social management system.

‘WITH-HUMAN’

The measures of our social management program can be assigned to the sustainability dimensions “SOCIETY” and “WITH PEOPLE”. The measures assigned to the sustainability dimension “SOCIETY” are exclusively long-term objectives, the achievement of which will not be reflected in the Social Management Programme until 2022. Thus, trends can only be represented by key figures in future reports. The current report therefore focuses on key indicators of the second dimension of sustainability, “WITH PEOPLE”.

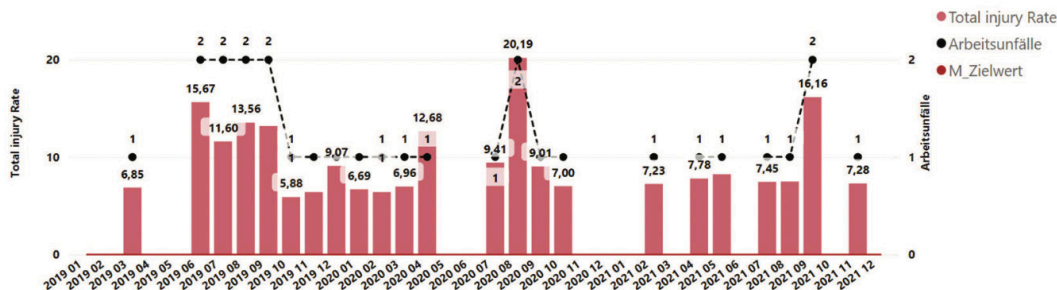
KPIs - SPORTS ACTIVITIES & GOOD WORKING CONDITIONS

The measures implemented in the area of “employees:inside health”, we want to use the indicator

- Total Injury Rate (TIR, accidents per 200,000 hours worked)

evaluate. It appears that the number of accidents at work has decreased over the period under review as a result of the measures we have taken.

Ausgangswert 2019:	aktueller Wert: 2021	Zielwert 2030:
6,91	5,20	0,00
Total injury Rate	Total injury Rate	Total injury Rate
12	8	
Arbeitsunfälle	Arbeitsunfälle	



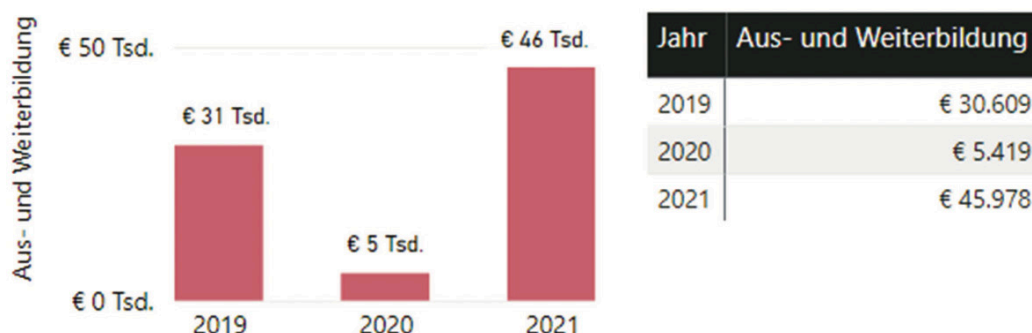
Monat	Januar	Februar	März	April	Mai	Juni	Juli	August	September	Oktober	November	Dezember
Jahr	TIR	Unfälle	TIR	Unfälle	TIR	Unfälle	TIR	Unfälle	TIR	Unfälle	TIR	Unfälle
2019			6,85	1		15,67	2	11,60	2	13,56	2	5,88
2020	6,69	1	6,40	1	6,96	1	12,68	1	9,41	1	20,19	2
2021		7,23	1		7,78	1	8,23	1	7,45	1	16,16	2

Through employee awareness and workplace design in the context of occupational safety, workplace incidents have been reduced to <= 1 accident per month.

KPIs - CONTINUING & FURTHER TRAINING EMPLOYEES I & II

Expenditure on external and internal training and development measures is shown in the following chart. Comparing the years 2019, 2020, 2021, we can see that the expenditures in 2020 have decreased sharply. The sharp decline in expenditure in the area of continuing education and training is due to the consequences of the pandemic. Short-time work, contact restrictions, but also home office, as a reaction to the virus, have led to the significant bend in terms of expenses for continuing education and training.

In 2021, the situation and the way the pandemic was handled stabilized somewhat again and allowed for more „normal“ work. The chart shows that as a result, there is even an increase in spending on training & development compared to 2019.



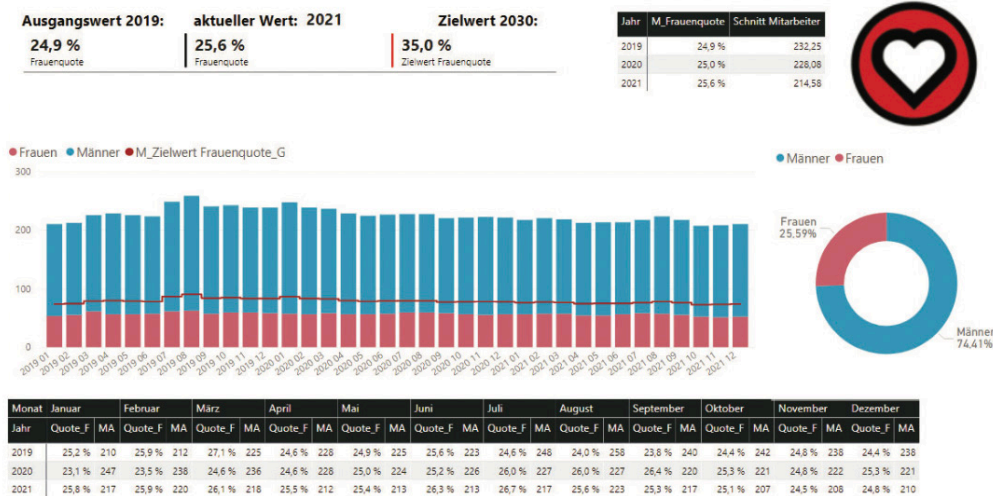
This indicator will be refined in future reports and social management programmes. Budgets for continuing education and training are to be collected per employee hour. Here, too, we want to demonstrate a sustained increase in the budget.

KPIs - GENDER MAINSTREAMING @ PROLICHT I

The following figure shows the trend in the number of female to male employees at headquarters over the last 3 years. PROLICHT is assigned to the production sector. Consequently, the female quota is manageable. The proportion of women in employment at headquarters fluctuates around 25%.

Nevertheless, experience shows that the use of women is to be encouraged, especially in the area of assembly. The work there is not physically demanding, but often requires motor dexterity. An increase in the proportion of women in manufacturing is also desirable.

The target line in the graph below shows that senior management wants to raise the proportion of women in employment in the company to 35% by 2030. By the end of 2022, the aim is to increase the proportion of women by 3% in the medium term compared to 2019.



KPIs - BUILDING LONG-TERM EMPLOYEE RELATIONSHIPS

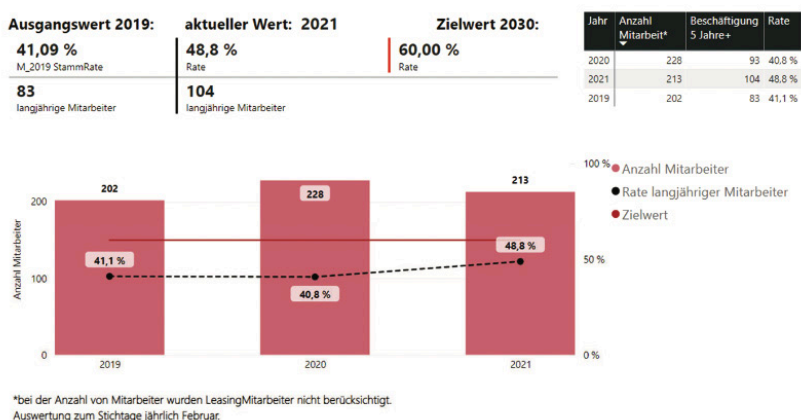
Employees are our most valuable asset. The longer the collaboration lasts, the less often PROLICHT has to compensate for the loss of knowledge caused by the departure of colleagues.

The figure below reflects the results of the fields of action aimed at increasing the proportion of long-term employees.

By the end of 2022, the target was set for a 3% increase in long-term employees.

This includes employees who have been in a continuous employment relationship with PROLICHT for five years or more. Leasing employees were not included in this evaluation.)

The development of our employment relationship over five years can be taken from the following graph. The evaluation shows a positive trend, which is expected to rise to 60% by 2030. Various measures relating to employee:internal development and employee:internal satisfaction should make a lasting contribution to this.



KPIs – FLUCTUATION

The rate of general arrivals and departures is very closely linked to the build-up of long-term employees. Therefore, PROLICHT currently sees itself in the development of meaningful key figures on the subject of fluctuation. However, these figures are in their current form to be regarded as ‘sensitive data’, which cannot be presented here in the present report in the current way. In future reports, however, we also intend to use “fluctuation” as such, in an anonymised presentation, as an indicator for the development of a sustainable workforce.

LEGAL REQUIREMENTS

The legal requirements for PROLICHT GmbH, for the properties in Neu-Götzens (Headquarter), are compiled in a legal cadastre. This is regularly updated in order to guarantee compliance with the environmental and human rights requirements of PROLICHT GmbH. Appropriate measures shall be taken in the event of deviations.

In the corporate division “Central Services” under the direction of Mag. Manfred Waldauf (CFO), the legally relevant requirements for the properties in question can be requested and viewed from the legal register if necessary.

CONTACT PERSON AT PROLICHT

Your contact persons for questions about the sustainability management system at PROLICHT are:

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This Sustainability Declaration can be downloaded from the PROLICHT homepage at

<https://prolicht.at/de/social-responsibility/>.

CERTIFICATE OF VALIDITY TÜV AUSTRIA

The preparation of an opinion on the present report „LABOR- & HUMAN RIGHTS REPORT PROLICHT” is planned as part of the ISO recertification (ISO 9001 & ISO 14001) by TÜV Austria in July 2022.