



PPI - Prepared International GmbH is committed to a corporate culture based on equality, inclusion, and mutual respect. This Gender Equality Plan (GEP) reflects the company's strategic and operational commitment to fairness and integrity and is aligned with European and international standards to support the sustainable transformation of organizational cultures and structures.

Every employee of PPI - Prepared International GmbH is treated with respect, dignity, and fairness regardless of gender, age, ethnic origin, sexual orientation, disability, or worldview.

The company strives to create a work environment in which everyone can reach their full potential, one that empowers each person to contribute their unique talents and perspectives, and that values the work-life balance of employees, flexible working models, and the compatibility of professional and private life.

PPI - Prepared International GmbH is strongly committed to ensuring that recruitment procedures, decision-making processes, and career opportunities are designed to be fair and inclusive, including fairness and coherence in salary determination. This ensures that all employees can grow and reach their full potential in a supportive and empowering environment.

Internal and external communication is designed to be inclusive, fair, and unbiased to avoid reproducing stereotypes or discriminatory language.

A safe and respectful workplace is maintained through the active prevention and combating of all forms of discrimination or harassment. The company pursues a zero-tolerance policy toward all forms of harassment, including sexual harassment, bullying, and gender-based violence.

The company's work and activities consciously integrate diverse perspectives and minimize bias. This includes the use of gender- and diversity-sensitive indicators and methods in all phases of project planning, research, methodology, analysis, and results delivery wherever relevant. Workflows and projects are designed to consider the needs, experiences, and contributions of different social groups and to ensure equitable participation, opportunities, and benefits for all stakeholders.

To maintain this commitment, PPI - Prepared International GmbH continuously offers training and awareness-raising measures for employees to deepen understanding of equality, reduce unconscious bias, and strengthen inclusive practices at all levels of the company.

At PPI – Prepared International GmbH, the Gender Equality Officer plays a central role in promoting gender equality, fairness, and an inclusive work environment. This is a rotating position, with a new person appointed each January to ensure diverse perspectives and shared responsibility. The Gender Equality Officer serves as a confidential point of contact for employees and partners to raise concerns about discrimination, unequal treatment, or other barriers to equal opportunities.

Each year in December, the Gender Equality Officer distributes a standardized feedback form to all employees to collect complaints, suggestions, or ideas for improving equality in the workplace. The feedback received is evaluated in January, and appropriate measures are taken to address concerns and implement improvements with the goal of continuously making progress toward a fair, respectful, and inclusive work environment. Additionally, the Officer is responsible for maintaining an overview and systematically recording participation in relevant events, projects, and training measures and is used to demonstrate progress.

Samerberg, 23-12-2025