

Code of Conduct

Peoplegrip GmbH
Rahmannstr. 11
65760 Eschborn

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[Confidential]

Our Pledge: Integrity in Counsel, Excellence in Execution

As PeopleGrip GmbH strives to become the leading HR consulting firm in Germany and Europe, our reputation is our most valuable asset. This Code of Conduct defines the fundamental principles and expectations that guide our actions, decisions, and relationships. It is inspired by the highest standards of global strategic consultancies and tailored to the unique trust and sensitivity inherent in HR consulting.

1. Uncompromising Client Commitment & Excellence

- **Client First:** We serve our clients with integrity, professionalism, and objectivity. Our advice is independent, based on rigorous analysis, and exclusively in the best interests of our clients.
- **Superior Value:** We are committed to delivering exceptional value, tangible results, and innovative solutions that meet and exceed client expectations. We never compromise on quality.
- **Clear Boundaries:** We provide expert advice and implementation support, but ultimate decision-making authority and responsibility remain with the client.

2. Absolute Integrity & Ethical Professionalism

- **Zero Tolerance for Corruption:** We strictly prohibit bribery, kickbacks, and any form of corrupt practice. We do not offer or accept inappropriate gifts, favors, or entertainment.
- **Fair Competition:** We compete on the merits of our expertise, quality, and value. We respect our competitors and do not engage in dishonest or deceptive practices to win business.
- **Accurate Representation:** We are honest and transparent about our capabilities, experience, fees, and potential conflicts of interest. We never misrepresent facts or data.

3. Confidentiality & Data Sovereignty

- **Sacrosanct Confidentiality:** We protect all client information as strictly confidential, both during and after engagements. This obligation extends to all non-public information entrusted to us.
- **Data Privacy by Design:** We adhere to the highest standards of data protection (GDPR+). Client data is processed lawfully, transparently, and securely. We are guardians of the personal data we handle.
- **Anonymity and Sensitivity:** Especially in organizational diagnostics and talent assessments, we treat individual responses with utmost sensitivity, ensuring anonymity and aggregating data to protect individuals.

4. Respect for the Individual & Inclusive Collaboration

- **Mutual Respect:** We foster a culture of dignity, respect, and trust for our colleagues, clients, and all individuals we interact with. Harassment or discrimination of any kind is unacceptable.
- **** Meritocracy and Inclusion:**** We hire, develop, and promote based on merit and potential. We are committed to building a diverse and inclusive firm where every voice is heard and valued.
- **Teamwork:** We succeed through collaboration, knowledge sharing, and supporting one another. We leverage our collective intelligence for the benefit of our clients and our firm.

5. Responsible Stewardship & Continuous Development

- **Develop Our People:** We invest significantly in the continuous learning, professional development, and well-being of our consultants. Our people are the core of our value proposition.
- **Manage Responsibly:** We are prudent stewards of our firm's resources and maintain financial sustainability to ensure long-term stability and independence.
- **Social Responsibility:** We recognize our role in shaping the world of work. We strive to provide advice that is not only effective for our clients but also responsible towards society at large.

6. Independence, Objectivity, and Conflict Management

- **Objective Counsel:** Our recommendations are unbiased and evidence-based. We avoid situations where personal interests, relationships, or other engagements could impair our objectivity.
- **Proactive Conflict Management:** We proactively identify and disclose any potential conflicts of interest—real or perceived—to our clients before they arise. We manage them transparently or recuse ourselves from the engagement.

Compliance & Accountability

Adherence to this Code is a condition of employment for every member of the PeopleGrip team. Violations will be subject to disciplinary action, up to and including termination. We empower every employee to voice concerns without fear of retaliation through secure and anonymous reporting channels.

This Code is a living document. We are committed to its ongoing review and evolution as we grow and as the standards of our profession advance.

Jenny Han

Managing Director

