



»» Report on Sustainability Policies 2026



particip
your partner in change

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MESSAGE FROM OUR MANAGING DIRECTOR

Particip GmbH was established in 1989, has its headquarters in Freiburg, Germany, and additional offices in Brussels, Belgium, Kabul, Afghanistan, and Belgrade, Serbia. The company's ownership structure includes 13 independent shareholders, including six senior staff members.

At the heart of Particip's work is the management of change, focusing on directing and shaping transformation processes. Our corporate objectives are centered on customer orientation, sustainability, professional and methodological competence, social responsibility, and strong staff commitment.

Our core values support both the preservation of proven practices and the successful navigation of change. These values are reflected in our guiding principles partnership, communication, and excellence, which inform the everyday decisions of our staff.

Successfully implementing change means delivering lasting results for our clients, target groups and partners. We not only advise our customers, but also support them in the implementation processes that follow their decisions. Transparent, respectful, and trust-based relationships with our clients, partners, experts, and staff are the foundation for our long-term success.

Particip's services are inherently cross-sectoral with all activities ultimately contributing to the Sustainable Development Goal 1: to end poverty worldwide.

Our ethical principles and policies are based on internationally recognised guidelines and models, including the UN Global Compact Principles, which Particip has been a signatory since 2007.

This Report on Sustainability Policies lays down our ethical principles, and provides a binding guideline for all our staff to work to the highest professional standards.

”

Sustainable change,
grounded in expertise.



Eric Sarvan
Managing Director

A background image showing a field of sunflowers in the foreground, slightly out of focus, with a warm, orange-hued sunset sky in the background.

CLIMATE AND ENVIRONMENTAL PROTECTION

Related SDG

- 2 Zero Hunger
- 6 Clean Water and Sanitation
- 7 Affordable and Clean Energy
- 9 Industry, Innovation and Infrastructure
- 11 Sustainable Cities and Communities
- 12 Responsible Consumption and Production
- 13 Climate Action
- 14 Life Below Water
- 15 Life on Land

Related UN Global Compact Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Environmental protection is one of the core sectors covered by our services. But we are also committed to minimizing the negative environmental impacts of our day-to-day work.

Travel

CO2 emissions caused by project-related air travel are compensated through two organizations: [myclimate](#) and [atmosfair](#). All offsetting projects are related to one or several of the following standards: CDM Gold Standard, Plan Vivo, CER /VER (CER and VER projects are audited by a United Nations accredited body and other independent bodies).

Memberships and Support

Particip supports “Klimaschutz im Bundestag e.V.”, an organisation which is campaigning for the issue of climate protection to be given higher priority in the German federal parliament. Amongst others it advocates for a Germany-wide CO2 emission tax to combat climate change. Through a national CO2 emission tax, the national climate protection goals can be achieved, and the costs of climate protection are spread in a fair and socially acceptable manner. Additionally, CO2 emission taxes are a strong incentive to invest in energy efficiency and in the further expansion of renewable energies.

Particip has been a long-term member of [Greenpeace Germany](#). Greenpeace is fighting Global Warming and is fully committed to the Paris Agreement’s target and the imperative of limiting the average global temperature rise to 1.5 degrees Celsius above pre-industrial levels.

As part of the [Entrepreneurs for Future](#), we fully support the statement that it is possible to do business and protect the climate.

Infrastructure

Our head-quarters in Freiburg, Germany, are located in the world's first commercial plus-energy building – the Sonnenschiff (“[Sun ship](#)”). Plus-energy buildings on average generate more energy than its users spend.

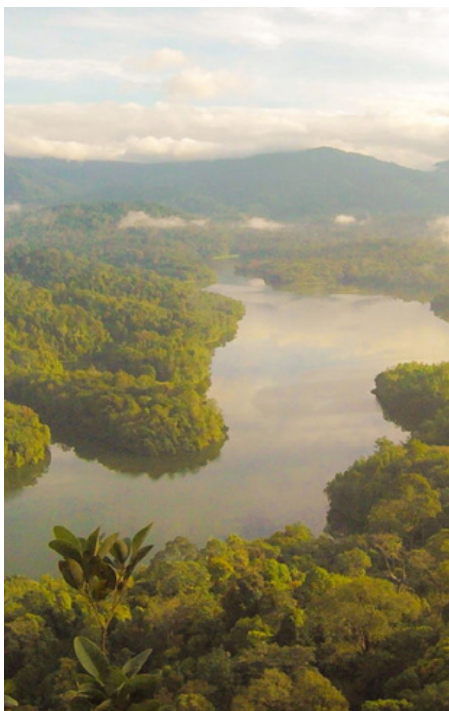
Related Projects

Particip implements various projects in the field of climate and environmental protection. Here is an excerpt from some of our current projects, with a more detailed overview on our [website](#).



Conservation and Enhancement of Natural Ecosystems and Their Biodiversity for Green Growth of Rural Communities in Burundi

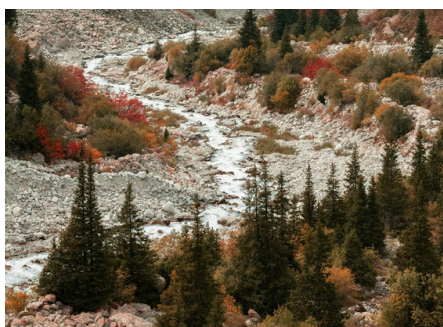
This project is part of the program “DUKINGIRE IBIDUKIKIJE – Conservation and enhancement of natural ecosystems and their biodiversity for green growth of rural communities in Burundi” which supports the preservation of natural ecosystems (including two protected areas) in the context of integrated landscape management and aims to help enhance their goods and services.



Forests For the Future Facility — F4 (EU Technical Assistance Facility for Improving Sustainable Forest Management)

The Forests for the Future Facility (F4) provides strategic and technical support to the European Commission and to partner countries, to contribute to healthy forest ecosystems, able to create decent jobs and to enhance economic growth in partner countries. F4 has a demand-driven approach to improve the number, quality and effectiveness of EU interventions in the forest-relevant sectors. F4's main themes are linked to sustainable forest management, private sector investment, policy reforms and sustainable value chains.

The F4 serves as a platform for dialogue and exchange as well as practical cooperation to address the interlinkages between development, poverty reduction, trade, climate change, biodiversity and forest.



Development of Multi -Hazard Basin Risk Management Plans for 4 river basins in the East Side of Georgia

The main objective of this assignment is to assist with the elaboration of an integrated MHRMPs for following 4 river basins of east Georgia - Mtkvari, Alazani, Iori, Khrami-Ktsia



Technical Assistance for Institutional Strengthening of National Environmental and Forestry Governance Entities in Paraguay - Forest4Life

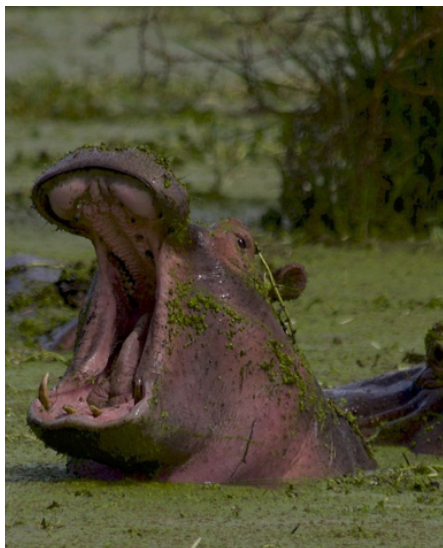
The Forest4Life Paraguay Action aims to preserve and restore biodiversity by fighting against deforestation and promoting the sustainable management of forests. It focuses on the following areas of intervention:

- improving preparedness, prevention and capabilities to reduce the incidence and extent of extreme wildfires.
- strengthening the management and conservation of forests and other key ecosystems in three selected protected areas.
- promotion of sustainable forestry, livestock and agriculture practices, and the respective value chains in the buffer zones around the three protected areas selected.



Bio-Waste 5 Regions Project (BW5R)

The main purpose of this project is to support the implementation of the Green Agenda in the Republic of Serbia and to enhance the capacities of the national and local authorities in order to allow them to plan, organize and implement the introduction of bio(green)waste source separation.



EU technical facility for biodiversity and ecosystems services

The main objectives of this contract are:

- to support the global transition to inclusive, nature-positive, climate-neutral, resilient, equitable and sustainable development pathways.

to improve the financial contribution as well as the quality, impact and sustainability of European Commission's external actions in support of biodiversity and nature at a national, regional and global level in line with the EU Green Deal and EU policies and the recently adopted Global Biodiversity Framework GBF.



Assistance to the EU Member States for the implementation of EU nature conservation policy and legislation, including the Nature Restoration Regulation

The main purpose of this project is to provide support in the following areas:

- Improving the protection, restoration and management of Natura 2000 sites
- Improving the conservation of species and habitats through a more effective integration of their protection requirements into other national sectoral legislation and policies
- Supporting the development of National Nature Restoration Plans under the Nature Restoration Law



BUSINESS INTEGRITY AND ANTI-CORRUPTION

Related SDG

- 1 No Poverty
- 8 Decent Work and Economic Growth
- 10 Reduce Inequalities
- 16 Peace, Justice and Strong Institutions
- 17 Partnerships

Related UN Global Compact Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Particip GmbH is committed to upholding the highest standards of business integrity, anti-corruption, and ethical conduct. All employees, freelance experts, and business partners must align with these values to contribute to a fair, just, and sustainable business environment.

Definition of Corruption and Ethical Business Conduct

Corruption is defined as the abuse of entrusted power for private gain. It weakens democracy, increases inequality and poverty, exacerbates the environmental crisis, and hinders economic development.

In addition to corruption, Particip strictly prohibits other unethical behaviours, including:

- Tax evasion and fraud
- Modern slavery and human trafficking
- Discrimination and harassment
- Conflicts of interest
- Bribery, nepotism, and undue advantages
- Non-compliance with international sanctions

These principles align with Particip's broader sustainability and human rights policies, which are based on internationally recognized frameworks, including the UN Global Compact Principles and Sustainable Development Goals (SDGs).

Our Commitment

As an actor in international development cooperation, we are convinced that our company's long-term success is not feasible at the expense of a few individuals or the general public, but solely in a sound, trustful and fair societal environment.

We therefore attach great importance to the fact that our staff members, freelance experts, and business partners know and adhere to Particip's no-tolerance policy regarding corruption.

By engaging with Particip, individuals and entities commit to the highest ethical standards, ensuring:

- Full compliance with national and international anti-corruption laws.
- Integrity and transparency in all financial transactions.
- Prohibition of bribery, facilitation payments, and kickbacks.
- Ethical behaviour in conflicts of interest, gifts, and entertainment.

What can you do if you Witness a Breach of Particip's Anti-Corruption Policy?

Anyone witnessing or suspecting a breach of Particip's anti-corruption policy should report it immediately to the Compliance and Integrity Unit:

- Email: whistleblower@particip.de
- Mail:
Particip GmbH
c/o Compliance and Integrity Unit
Merzhauser Str. 183
79100 Freiburg
Germany
- In person.

No employee or freelance expert will suffer adverse consequences for reporting any disregard of Particip's ethical principles.

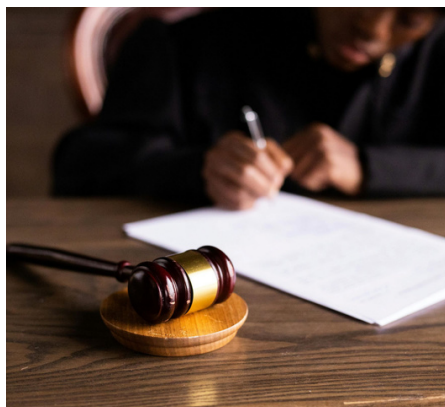
Consequences of Non-Compliance

All employees, freelance experts, and business partners must adhere to Particip's anti-corruption policy. Failure to comply may result in:

- Termination of employment or contract.
- Legal action, including civil or criminal penalties.
- Permanent exclusion from future collaborations with Particip.

Related Projects

Particip implements various projects that address the issue of corruption and its prevention. A more extensive overview is on our [website](#).



JAP-Technical assistance to the programme

Aim of this project is to assist the Justice and Accountability Programme (JAP) deliver on its result areas: i) Improved delivery of timely, quality justice, and access to justice for the most vulnerable persons; ii) Improved use of social and economic reintegration measures for persons deprived of their liberty, by institutional and civic stakeholders and iii) Enhanced citizen's voice and effective participation in accountability mechanisms



EU for Good Governance Technical Assistance at Central and Local Level With a Focus on Public Administration Reform, Public Finance Management, and Anti-Corruption

The overall objective of this project is to contribute to a more capable and responsive public sector towards citizens' needs and businesses as well as to advance and respond to demands of EU integration processes. The specific objective is to improve public administration to become more efficient, accountable, transparent, inclusive and effective at national and local level.



Strengthening Decentralisation and Good Financial Governance (PADGOF) - Tax and Expenditure Management in Cameroon

The key objective of the mission is to improve the efficiency and transparency of fiscal revenue management of the tax administration and expenditure management in three selected sector ministries that play a key role in decentralisation.



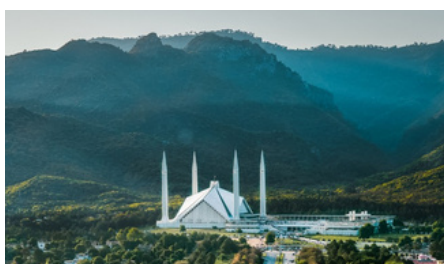
Complementary Assistance for the PAR SRC - Assessment and Monitoring of SBS Implementation

The overall objective to which this action contributes is to assist the Government of Serbia to improve efficiency, accountability and transparency of public administration and the quality of service delivery and management of public finances.



Strengthening Local Governance, Decentralisation and Gender Mainstreaming in Bhutan

The contract is expected to provide high-quality technical expertise to the Royal Government of Bhutan for strengthening local governance, decentralisation and gender mainstreaming in Bhutan under the 'Strengthening inclusive local governance and decentralisation in Bhutan' budget support programme. This programme, including capacity building actions, is expected to improve implementation of the local governance and decentralisation sectors, through supporting civil society and improving gender equality and women empowerment, environment, climate, disaster risk reduction, livelihoods, democracy and poverty.



EU-Pakistan Private Sector Engagement

The overall objective to which this action aims to contribute is to strengthen the economic and trade relation between the European Union and the Islamic Republic of Pakistan.



HUMAN RIGHTS

Related SDG

- 1 No Poverty
- 2 Zero Hunger
- 3 Good Health and Well-Being
- 4 Quality Education
- 5 Gender Equality
- 6 Clean Water and Sanitation
- 7 Decent Work and Economic Growth
- 10 Reduced Inequalities
- 16 Peace, Justice and Strong Institutions

Related UN Global Compact Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

We openly commit ourselves to complying with internationally proclaimed human rights in accordance with the UN Declaration of Human Rights and to observe the national laws in all countries we work in.

Human Rights and Democracy are one of the core sectors covered by our services. We fully abide by the principles of equality and non-discrimination against anyone regardless of gender, skin colour, religion, culture, age, disability, or national origin, and condemn all forms of discrimination and harassment, whether of physical, verbal or non-verbal nature. All business partnerships are fair and transparent and based upon mutual respect.

We are aware that human rights are less protected in some of the countries we work in than in Germany, where our headquarters are located. We therefore attach importance to the fact that our commitment is not only binding for our permanent staff in our headquarters in Freiburg and our branch in Brussels, but also for all freelance experts contracted by us for short- or long-term assignments at home or abroad.

We obey the laws and regulations in the countries we operate in and accept responsibility for our actions worldwide. We commit ourselves to comply with internationally proclaimed human rights in accordance with the UN Universal Declaration of Human Rights and to observe the national laws in all countries where services are provided. Equally, we fully respect the political, cultural and religious practices prevailing in the country of operation.

Code of Conduct

Since August 2010, Particip has an official Code of Conduct. By signing it, all staff members in our headquarters in Freiburg and our branch in Brussels ensure their assent.

The Code of Conduct lays down our ethical principles, provides us with a practical guideline while working to the highest professional standards in development consulting and sets a framework for action.

Trafficking in Persons

We commit to complying with internationally proclaimed human rights in accordance with the UN Declaration of Human Rights, including anti-trafficking in persons.

“Human trafficking is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit. Men, women and children of all ages and from all backgrounds can become victims of this crime, which occurs in every region of the world. The traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick and coerce their victims.” UN Office on Drugs and Crime.

Our company's employees, contractors, contractor employees, and their agents shall not:

- Engage in severe forms of trafficking in persons during the period of performance of the contract;
- Procure commercial sex acts during the period of performance of the contract;
- Use forced labour in the performance of the contract;
- Destroy, conceal, confiscate, or otherwise deny access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Use misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language understood by the employee or potential employee, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant costs to be charged to the employee or potential employee, and, if applicable, the hazardous nature of the work;
- Use recruiters that do not comply with local labour laws of the country in which the recruiting takes place;
- Charge employees or potential employees recruitment fees;
- If required by law or contract, fail to provide an employment contract, recruitment agreement, or other required work document in writing. Such written work document shall be in a language the employee understands.

Bullying, Harrassment and Discrimination

Particip's most valuable asset is our people. We aim to create a working environment that combines performance-orientation with concern for the individual. There is no place for discrimination, harassment and bullying in an inclusive and fair working environment.

We therefore condemn all forms of discrimination and harassment, whether of physical, verbal or non-verbal nature against anyone regardless of gender, sexual orientation, skin colour, religion, culture, age, disability or national origin.

Particip condemns any form of sexual harassment, as defined by EIGE (The European Institute for Gender Equality):

"Any form of unwanted verbal, non-verbal or physical conduct of a sexual nature [...], with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment."

Bullying and harassment can occur in a variety of situations. The harasser can identify with any gender and be in any relationship with the victim, e.g. as an immediate supervisor, or work colleague. Anyone can be a victim of bullying and harassment, regardless of age or gender.

What can you do if you are Victim of Harassment of any Nature While Working with Particip?

Particip strives to create a safe space for victims of any form of harassment. Particip has a team of persons of trust, that any employee can turn to. The team consists of a male and a female member and employees have the choice to contact either of them through personoftrust@particip.de or in person. It is guaranteed in our Code of Conduct that no employee will suffer adverse consequences for reporting any form of harassment.

At Particip discriminations on any grounds are taken equally serious. Therefore, you may turn to the persons of trust if you feel discriminated against on grounds of ethnic origin, religion or belief, your age, gender, sexual orientation, or a disability. Each employee also has the opportunity to talk to their direct supervisors, team leaders, or colleagues. Employees can also seek advice with the Federal Anti-Discrimination Agency ([Antidiskriminierungsstelle](https://www.antidiskriminierungsstelle.de), the website is available in English, Arabic and German).

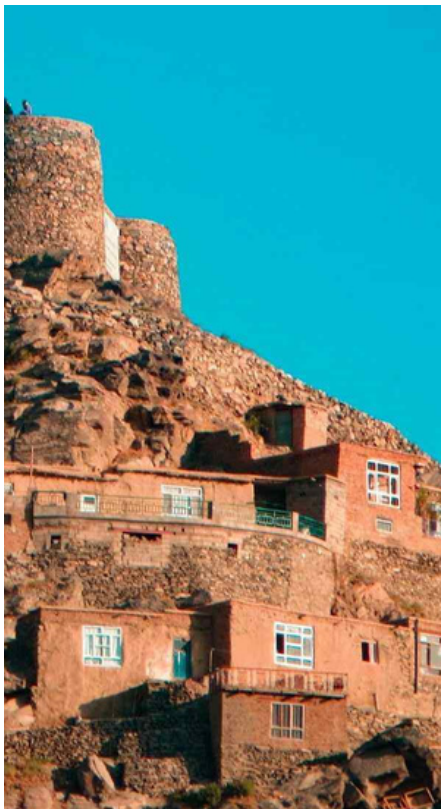
What can you do if you Witness any Form of Harassment?

Depending on your level of comfort there are several ways to help when witnessing any form of harassment at Particip.

Direct involvement could be stepping in, when you see someone being harassed, e.g. by talking directly to the person who is being harassed. Indirect involvement can include talking to a team leader, or to a person of trust, either in person or via email at personoftrust@particip.de. Witnesses can also seek advice with the Federal Anti-Discrimination Agency ([Antidiskriminierungsstelle](https://www.antidiskriminierungsstelle.de), the website is available in English, Arabic and German).

Related Projects

Human rights is one of our key sectors in which we have been successfully implementing projects for many years. Our [website](#) has an up-to-date overview of our projects in this sector.



Provision of Third-Party Monitoring services for AICS multi-sectoral programme to strengthen the resilience of vulnerable populations in Afghanistan (AID 013073/01/0)

This project delivers independent Third-Party Monitoring and Evaluation (TPME) covering interventions in health, nutrition, agriculture, and food security, it ensures accountability, transparency, and adaptive management in a highly access-constrained context.

Particip conducts a baseline study, periodic monitoring rounds, spot checks, and an end-line study, using mixed-methods and participatory approaches to validate programme delivery, measure outcomes for vulnerable groups, and generate actionable recommendations. By engaging beneficiaries, service providers, and implementing partners, the assignment provides credible evidence to inform AICS decision-making and strengthen the impact of humanitarian interventions



Child Protection and Youth Training (PEFJ) in Burkina Faso

This project aims to contribute to the improvement of the institutional, legal and social framework for the protection of vulnerable children and promote the training and empowerment of young people. Since 2005, The Fund to combat trafficking and other worst forms of child labour (FEJ) has been helping Burkina Faso to prevent trafficking and promote the reintegration of vulnerable child victims.

The evaluation of phase VI of the FEJ made recommendations and identified a number of adjustments needed to achieve a greater impact and to adapt to the current context and environment. This led to the implementation of the new project entitled "Child Protection and Youth Training" or PEFJ, which places greater emphasis on empowering vulnerable young people.



Third-Party Monitoring of Italian Cooperation Programme in Afghanistan

This contract will contribute to the overall objective of the Programme, which is to ensure food security and access to healthcare services, promote income-generating activities, and reduce the risk of disasters, particularly for the most vulnerable populations, including women and children.



Expert Support Platform for Resilience

The overall objective (impact) to which this action contributes is: to increase the Commission's capacity to strengthen resilience and better link humanitarian, development and peace actions (HDP nexus approach) in a conflict-sensitive way in fragile and conflict-affected countries, and in partner countries affected by a sudden shock.



Strategic Communication and Public Diplomacy Facility

This project aims to promote and strengthen the EU's engagement and cooperation in Somalia in pursuit of the 2030 Agenda for sustainable development. Amongst others the specific objectives are the promotion of understanding and awareness of the EU values, principles, interests and specific policies, including human rights, foreign and security policy, science and research, gender equality, green deal, digitalisation, Team Europe visibility, fight against disinformation, as well its multilateral agenda.



Technical Assistance of the Justice and Accountability Programme (JAP) in Rwanda

This project aims to assist the Justice and Accountability Programme (JAP) deliver on its result areas:

- Improved delivery of timely, quality justice, and access to justice for the most vulnerable persons;
- Improved use of social and economic reintegration measures for persons deprived of their liberty, by institutional and civic stakeholders and
- Enhanced citizen's voice and effective participation in accountability mechanisms



GENDER EQUALITY AND DIVERSITY

Related SDG

- 1 No Poverty
- 3 Good Health and Well-Being
- 4 Quality Education
- 5 Gender Equality
- 7 Decent Work and Economic Growth
- 10 Reduced Inequalities
- 16 Peace, Justice and Strong Institutions

Related UN Global Compact Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

As a company headquartered in Germany, Particip is subject to the General Equal Treatment Act (AGG – Allgemeines Gleichstellungsgesetz) which is the basis for cooperation with all internal and external employees, regardless of their place of residence.

Memberships and Support

We are signatories of the German initiative “Charta der Vielfalt” (diversity charter), a corporate initiative to promote diversity in companies and institutions. The initiative aims to promote the recognition, appreciation, and integration of diversity into Germany’s business culture and is supported by the Commissioner for the Federal Government for Migration, Refugees and Integration.

Since 2010 Particip has been signatory of the Women’s Empowerment Principles (WEP). Established by UN Women and UN Global Compact, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women’s empowerment.

Family-Life-Balance

We are deeply aware that the responsibilities arising from having a family as well as a job are closely intertwined and mutually conditioning. For our family-oriented working environment, we were already honoured in 2005 as one of the most family-friendly companies in Germany.

At Particip, working parents do not have to choose between a career or a family. We firmly believe that work-family balance is not dependent on gender either: about a third of all parents on parental leave at Particip are men, way above average in Germany. Particip provides easy reintegration after parental leave, and offers home office solutions as well as part-time work at all seniority levels.

Equal Pay for Equal Work

We ensure “equal pay for equal work” by using a transparent remuneration structure for our staff directly involved in project work irrespective of any personal circumstances such as gender. Requirements to be met for achieving different salary levels are clearly defined and available to all employees.

Related Projects

Particip has been successfully implementing Gender Equality and Diversity projects for many years. Our [website](#) has an up-to-date overview of our projects in this sector.



Support to the Operationalisation of Nigeria's Country Level Implementation Plan (CLIP) GAP III

The overall objective of the assignment is to support the EU Delegation to Nigeria in the full operationalisation and implementation of the Country Level Implementation Plan (CLIP) for Nigeria in the framework of the EU Gender Action Plan III (2021-2025) and provide strategic advice to the EU Delegation in Nigeria on gender mainstreaming.



Technical Assistance Support to the WASH Sector on Bougainville

The overall objective to which this action contributes is to improve gender responsive Water, Sanitation and Hygiene (WaSH) services and practices in the Autonomous Region of Bougainville (AROB) based on the EU-PNG MIP 2021-2027 and in line with current agreed processes of the drawdown of powers.



Benin - Gender Equality Support Programme (PAEG) - Recruitment of an Operator for the General Coordination and Technical Assistance to Local Partners

The Benin Gender Equality Support Programme (PAEG), Phase 1: 01.07.2022 - 30.06.2026 aims to strengthen gender equality among the Beninese population and thereby sustainably reduce the socio-economic vulnerability of women in Benin.



DATA PROTECTION AND QUALITY MANAGEMENT

Quality and Environmental Management System

The concurrent management of a diverse project portfolio at Particip requires reliable, clear, and efficient management structures. In order to ensure high efficiency of all relevant working processes and their continuous improvement, Particip has adopted a process oriented Quality Management System (QMS), as well as an Environmental Management System (EMS). They set a framework which enables Particip's teams to act in an independent and self-responsible manner satisfying customers' demands. The QMS and EMS are audited regularly according to DIN EN ISO 9001:2015 and DIN EN ISO 14001:2015 standards.

Confidential Information

Particip takes the protection of personal data very seriously and strictly observes the regulations of the data protection legislation. Personal data are details of personal or material circumstances of an identified or identifiable individual. These include information such as name, address, telephone number or date of birth. Other examples of confidential information include non-public acquisition- sensitive information, financial reports, financial performance documents, or financial plans.

Inhouse staff as well as external freelancer sign a non-disclosure agreement before they start working for us. On our website, personal data are only collected to the extent that is technically necessary. Under no circumstances are the collected data sold or passed on to third parties for other reasons.

Obtain Personal Information

Every individual or company working with or for Particip has the right to obtain information, at any time, about the data relating to them, its source and recipients, and the purpose for which it is stored. Information on the stored data can be obtained from our privacy officer at dataprotection@particip.de.

TECHNICAL



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