

The Code of Conduct brings together in one document all the important basic rules and principles that we want to adhere to today and in the future. It applies to ALL, whether management, executives and each individual employee.

Together, as a company, we have described a mission statement in this Code of Conduct, which contains values and goals that we all want to pursue together.

It is about points such as openness and transparency, ecological and responsible corporate governance, as well as legally compliant and ethically correct behaviour at all times. Just as we comply with these things, we also expect compliance from our suppliers and business partners.

The Code of Conduct is based on national laws and regulations, as well as international conventions (Declaration of Human Rights, Children's Rights, etc.)

Social responsibility

- Exclusion from forced labour

No forced labour, slave labour or work of a similar nature shall be used. No coercion or threat of punishment may be used. Employees must be allowed to terminate their employment at any time.

- Prohibition of child labour

No child labour of any kind shall be used. The rights of young workers shall be protected. Work which is harmful to the health, safety or morals of children shall not be performed until they reach the age of 18.

- Fair pay and working hours

The remuneration for regular and overtime hours must be equal to the national statutory minimum wage or the industry minimum standards, whichever is higher. Overtime pay must exceed the pay for regular overtime. Working hours must comply with applicable laws or industry standards. Overtime is only permitted on a voluntary basis and may not exceed 12 hours per week.

At least one day off must follow 6 consecutive working days. Regular working hours must not regularly exceed 48 hours.

- Prohibition of discrimination

There is zero tolerance for discrimination. Any unequal treatment of employees is inadmissible. This applies to discrimination based on origin, age, skin colour, health status, ethnic or social origin, age or sexual orientation.

- Health and safety in the workplace

Health protection and occupational safety are an important part of all operational processes and are observed at all stages. The health and

The safety of our employees is a high corporate goal. We as a company, as well as every employee, promote safety in the working environment and comply with the given regulations.

Ecological responsibility

- Consumption of raw materials and natural resources

The consumption of resources should be handled responsibly. A reduction through recycling or savings should be pursued permanently.

- Dealing with emissions and waste water

Emissions arising from operational processes must be permanently monitored and typified, and action must be taken if necessary. Wastewater that originates from operations should be treated in the same way. Measures should also be taken to reduce waste water.

Ethical business conduct

- Fair competition

Fair competition among each other is a cornerstone of corporate governance. No corruption or cartel violations are tolerated.

- Integrity/ Bribery

The highest standards of integrity shall be applied in all business activities. A zero tolerance policy on bribery, corruption, extortion and embezzlement is followed.

- Confidentiality/ data protection

The protection of personal data, in particular of employees, customers and suppliers, is of particular importance to Haller Kunststofftechnik. No personal data may be collected or processed without the consent of the person concerned.



May 2022, Otto Haller Executive Board



Jochen Weigand