

Code of Conduct



1. Introduction

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

In this Code of Conduct, we have jointly described a mission statement as a company, which contains values and goals that we all want to pursue together. It covers points such as openness and transparency, ecological and responsible corporate design, as well as legally compliant and ethically correct behavior at all times. Just as we comply with these things, we also expect our suppliers and business partners to do the same.

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

2. Social responsibility

- **Exclusion of forced labor**
No forced labor, slave labor or comparable work may be used. No coercion or threat of punishment may be used. Employees must be allowed to terminate the employment relationship at any time.
- **Prohibition of child labor**
No child labor may be used. The rights of young workers must be protected.
Work that is harmful to the health, safety or morals of children may only be carried out from the age of 18.
- **Fair pay and working hours**
Remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. Overtime pay must exceed the pay for regular overtime. Working hours must comply with the legal requirements.

- Prohibition of discrimination

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

- Health and safety in the workplace

Health and safety at work are an important part of all operational processes and are taken into account at all stages. The health and 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 adhere to the given regulations.

3. 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 permanently pursued.

- Handling emissions and waste water

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

4. Ethical business behavior

- Fair competition

Fair competition with one another is a cornerstone of corporate governance. Neither corruption nor antitrust violations are tolerated.

- Integrity/ Bribery

The highest standards of integrity must be applied to all business activities. A zero-tolerance policy is pursued with regard to bribery, corruption, extortion and embezzlement.

- 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.