

Code of Conduct for suppliers



1. Introduction

Since its foundation more than 30 years ago, the entrepreneurial activities of Haller Kunststofftechnik GmbH (hereinafter referred to as HALLER) have been characterized by responsibility, fairness, quality and integrity. The company's success is largely based on compliance with the law and fairness as well as respectful cooperation.

We are fully aware of our responsibility towards our customers, employees and the companies in which we operate. We have therefore established strict ethical principles for ourselves that guide us in our day-to-day business. Within this framework, we are committed to promoting healthy working conditions and environmental responsibility for the entire supply chain.

We therefore expect our suppliers to comply with the applicable national laws, the principles of the United Nations Global Compact, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD), the agreements of the International Labor Organization (ILO), the Charter for Sustainable Development of the International Chamber of Commerce (ICC), where relevant the Supply Chain Duty of Care Act (LkSG) and this Sustainability Policy.

In summary, we expect the following from our suppliers and service providers

- Compliance with the applicable legal and ethical framework conditions
- Attention in particular to competition and antitrust law
- Refraining from exerting any influence on the official decisions of HALLER employees through benefits or other advantages
- Informing the management of suspicions of a possible case of corruption as part of the collaboration

We expect our suppliers, i.e. all companies that have a business relationship with HALLER, to base their actions on the same ethical principles.

2. Laws and ethical principles

Purchasing at HALLER includes the procurement of capital goods, raw materials and purchased parts, packaging materials, spare parts and other services.

The Supplier shall comply with all laws applicable to its business. The supplier supports the following principles in accordance with national laws and customs:

- of the United Nations Global Compact („United Nations Global Compact“),
- the Universal Declaration of Human Rights UN Universal Declaration of Human Rights“)
- and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work („1998 International Labor Organization Declaration on Fundamental Principles and Rights at Work“).

This applies in particular to:

2.1 Child labor and young (underage) workers

We condemn any form of exploitation of children and young workers. The supplier also undertakes within its supply chain not to employ children and young workers who have not yet reached the minimum age agreed in accordance with the ILO Convention. Every child and young worker must be protected from economic exploitation. Every young worker must also be protected from having to carry out work that is classified as hazardous, has a negative impact on their education or impairs their healthy development.

2.2 Forced labor and modern slavery

The Supplier does not use forced, bonded or involuntary labor. Labor must always be voluntary. Workers must be allowed to retain control of their identification documents (e.g. passport, work permit or any other personal legal document). Supplier shall ensure that workers do not pay any fees or other payments to be employed during the entire recruitment phase and employment period. Supplier shall be responsible for the payment of all legally binding fees and expenses (e.g. licenses and duties) that may be incurred in connection with its employees. Punishment, psychological and/or physical coercion are prohibited. Disciplinary policies and procedures shall be clearly defined and communicated to employees.

2.3 Remuneration Wages, social benefits and working hours

The supplier complies with all applicable national laws and binding industry standards on working hours, overtime, wages and salaries and other employer benefits. The supplier creates the opportunity to work in a pleasant working environment. The supplier pays employees promptly and clearly communicates to employees the basis on which they are paid. Deductions from wages and salaries as a disciplinary measure are not permitted unless they are legally permissible.

2.4 Freedom of association and collective bargaining

The Supplier's employees must have the free choice to join or not to join a union/employee representation of their choice without threat or intimidation. The Supplier recognizes and respects the right to bargain collectively within the framework of applicable laws.

2.5 Diversity, harassment and non-discrimination

Suppliers are expected to create a respectful and non-judgmental work environment free from discrimination, intimidation and harassment. The supplier promotes a working environment that enables inclusion, in which the diversity of its employees is valued and any form of discrimination, harassment or bullying has no place.

Unequal treatment of employees in any form is not permitted unless it is justified by the requirements of employment. Discrimination on the basis of gender, race, caste, national, ethnic or social origin, skin color, disability, health status, political conviction, origin, ideology, religion, age, pregnancy or sexual orientation is prohibited.

The personal dignity, privacy and personal rights of each individual must be respected.

The supplier undertakes to ensure equal rights for all and to protect the rights of vulnerable groups within its companies and supply chains, in particular the rights of minorities, indigenous peoples, women, children and migrant workers. In addition, the supplier should introduce and implement internal measures to ensure equal pay and equal opportunities at all levels of employment. In particular, the recruitment process should be as ethical, sustainable, transparent, respectful and non-discriminatory as possible (ethical recruitment).

2.6 Occupational health and safety

We expect our business partners to strive for a high level of occupational health and safety implementation by applying a health and safety management approach appropriate to their business.

The supplier shall comply with applicable occupational health and safety regulations and ensure a safe and healthy working environment in order to maintain the health of employees, protect third parties and prevent accidents, injuries and work-related illnesses. This includes regular risk assessments of workplaces and the implementation of suitable hazard prevention and precautionary measures. Employees must receive appropriate training in occupational health and safety issues.

3. Business ethics

3.1 Data protection and disclosure of information

The Supplier shall comply with the applicable data protection and security laws and regulations. This applies in particular with regard to personal data of customers, consumers, employees and shareholders. The Supplier shall comply with all such requirements when collecting, processing, transferring or using personal data.

The Supplier shall protect confidential information and use it only in an appropriate manner. This means that the Supplier shall not disclose any information that is not known to the public. The supplier undertakes to protect HALLER's intellectual property and not to use it for unfair purposes. Intellectual property of HALLER may only be used in business cooperation with HALLER.

3.2 Corruption, bribery and blackmail

The Supplier shall work against all forms of corruption, including bribery and extortion. The Supplier shall comply with all applicable national and international anti-corruption rules, laws, regulations and standards. The Supplier shall not offer or promise anything of value (either directly or indirectly) to improperly influence official actions or to obtain an improper advantage in order to induce or obtain business.

3.3 Trading regulations

The Supplier shall comply with all applicable trade and import regulations, including sanctions and embargoes, that apply to its work.

3.4 Money laundering and financial records

The Supplier shall comply with all applicable anti-money laundering laws and regulations. The Supplier shall maintain financial records and prepare reports in accordance with international laws and regulations.

3.5 Fair competition and anti-trust law

The supplier complies with applicable competition and antitrust laws. The supplier respects fair competition and complies with the prohibition of agreements with competitors and other measures that impede the free market.

3.6 Conflicts of interest

A conflict of interest arises when a person has a private/personal interest that could influence their decisions. Such conflicts of interest include relationship or affinity, partnership, business partnership or investment. The supplier shall disclose any actual or potential conflict of interest to HALLER management.

4. Environment

The supplier must comply with all applicable environmental regulations and align its production and services with the concept of sustainability. This includes the best possible protection of the environment, careful use of resources and successful energy conservation. The Supplier shall comply with all applicable environmental laws, regulations and standards and operate an efficient system to identify and eliminate potential environmental hazards.

It is desired that the supplier establishes an environmental management system in accordance with DIN EN ISO 14001 or otherwise ensures compliance with environmental requirements and can provide evidence of this.

We expect our business partners to endeavor to support HALLER's climate protection goals through the goods and services they supply, but also, for example, by providing appropriate data on climate protection. In this context, we also expect our suppliers to take appropriate account of climate protection in their own operational activities, e.g. by setting climate protection targets and implementing them accordingly.

The supplier should start implementation with the following climate protection targets:

- Reduction of greenhouse gas emissions
- Exploiting the potential of energy efficiency and renewable energies
- Careful handling of water consumption and quality
- Finding and exploiting ways to continuously improve air quality
- Responsible management of sustainable resources and waste reduction
- establish responsible chemicals management.

5. Planning operational continuity

The Supplier shall take precautionary measures in the event of disruptions to its business activities (e.g. natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). The precautionary measures include, in particular, disaster plans to protect employees and the environment as far as possible from the effects of any disasters in the area of business activity.

6. Dialog with business partners - Subcontractor management

The Supplier encourages its own suppliers to comply with the Supplier Sustainability Policy as part of the fulfillment of their contractual obligations.

7. Compliance with the sustainability guideline for suppliers

HALLER reserves the right to verify compliance with the requirements of the Supplier Sustainability Policy upon reasonable notice. HALLER encourages its suppliers to introduce their own binding guidelines for ethical behavior.

Any breach of the obligations set out in the Supplier Sustainability Policy will be considered a material breach of contract on the part of the supplier.

8. Whistleblower portal

We have also set up a whistleblower system for suppliers, which is also open to questions relating to our supply chain. We have thus created the opportunity to respond quickly to grievances.

We guarantee anonymity, the greatest possible protection of data, confidentiality of identity and personal rights for all reports via the whistleblower system. The link to the whistleblower portal is available on our homepage (<https://www.hallerkt.de/>).