



Code of Conduct

General Responsibility

Hatz Group commits itself to fair interaction with all business partners and stakeholders. In particular, all parties involved in the business processes act as intermediary between company and partners and thus take over responsibility towards their company, business partners and stakeholders, the environment and society.

In particular, Hatz Group commits to respect in business transactions and decisions all applicable laws and regulations of the countries in which they operate.

The ethical guidelines in this Code of conduct are based on the principles of the "Bundesverband Materialwirtschaft, Einkauf und Logistik e. V." (Federal Association of Materials Management, Purchasing and Logistics), on the "UN Global Compact", on the ILO Conventions, on the Universal Declarations of Human Rights of the United Nations, on the UN Conventions of the rights of the child and the elimination of all forms of discrimination against women, as well as on OECD guidelines for international companies.

Corruption

In dealing with business partners and state institutions, the interests of the company and the private interests of the employees are to be separated from each other.

Actions and decisions are made free of irrelevant considerations and personal interests. The respective applicable corruption law is to be observed.

The following is to be adhered to: Non-cash payment as a return service for a preference in business neither must be accepted nor offered, promised, allowed or approved.

Likewise, in dealing with business partners, personal advantages of value must neither be demanded nor accepted.

In business, the employees must not offer, promise, demand, allow or approve gifts, payments, invitations or services, that are given in order to influence a business relation in an inappropriate way or that endanger the professional independence of the business partner.

This does principally not affect gifts and invitations in case of business-usual hospitality, customs and politeness.

In case of uncertainty whether there is a conflict of interests, the respective supervisor is to be informed.

Human rights

Compliance with internationally recognized human rights is respected and supported.

Forced labour

Any form of forced labor is strictly rejected.

Child labour

The regulations of the United Nations regarding human and children's rights are to be respected. In particular the Convention on the Minimum Age for Admittance to Employment [Convention 138 of the International Labour Organization] as well as the Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour [Convention 182 of the International Labour Organization]. In case national regulations provide stricter standards as regards child labour then those are to be given priority.

Discrimination

The employees of Hatz are requested to oppose any kind of discrimination within the framework of applicable valid rules and laws. This applies particularly to the discrimination against employees due to their gender, race, disability, ethnic or cultural origins, religion or ideology, age or sexual orientation.

Involvement of business partners

The employees of Hatz are requested to observe the mentioned rules of conduct as regards all business transactions and decisions, above all the selection of business partners. Partners who are doubted to comply with these rules of conduct are immediately to be asked to comply with them (for example forced labour, child labour, human rights); if necessary, they are to be replaced by other partners.