

Code of Conduct

of the Otto Haas KG

Dear business partner,

as your trusted supplier, it is important to us to maintain the highest standards of ethics and compliance.

Otto Haas KG is committed to ecologically and socially responsible corporate management. When purchasing raw materials, goods and services, Otto Haas KG therefore expects its business partners to act in a way that respects environmental protection, fair treatment of employees, health protection and occupational safety. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into the corporate culture.

We also strive to continuously optimise our business activities and our products in terms of sustainability.

In the spirit of transparent and responsible business practice, we would like to confirm our Code of Conduct in the following areas:

1. Compliance with the law:

We are committed to observing and respecting all applicable laws and regulations in all areas of our business activities.

2. Prohibition of corruption and bribery:

We clearly distance ourselves from any form of corruption and bribery and always act with integrity and transparency. This also includes, in particular, not offering, granting or promising unauthorised benefits to public officials or private individuals in order to influence their actions and/or gain an unfair advantage.

3. Fair competition, antitrust law and intellectual property:

We are committed to fair competition and strictly adhere to all antitrust regulations. We respect the intellectual property rights of others and protect our own intellectual property rights.

4. Conflicts of interest:

We avoid conflicts of interest and always act in the best interests of our customers and business partners.

5. Confidentiality and data protection:

We respect the confidentiality and privacy of sensitive information and implement appropriate security measures to protect this data with regard to the collection, storage, processing, transmission and disclosure of personal information.

6. Respect for human rights:

We support and respect human rights in all aspects of our business activities.



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Nürnberg

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7. Prohibition of child labour:

No child labour may be used at any stage of the production or processing process. We therefore firmly reject child labour and demand the same from our customers and suppliers.

8. No forced labour:

All forms of forced and compulsory labour, debt bondage, servitude or slave labour are strictly rejected and must be refrained from. This includes any work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily, modern slavery, involuntary or exploitative prison labour, human trafficking or other forms of exploitation.

9. Labour conditions:

We ensure safe and fair working conditions for all our employees and provide appropriate remuneration and ensure the statutory national minimum wage.

10. Health and safety of employees:

We take responsibility for the health and safety of our employees and take all necessary measures to ensure their safety at work and their well-being.

11. Environmental protection and sustainability:

We observe the legal norms and international standards of environmental protection and try to minimise environmental pollution and continuously improve environmental protection.

12. Supply chain:

We expect our suppliers and business partners to share and adhere to our values and standards in terms of ethics and compliance.

Finally, we want to assure you that we take our Code of Conduct seriously and consider it a binding set of rules for our company. We always endeavour to maintain the highest standards of ethics and compliance and to conduct our business relationships on a basis of trust and integrity.

Thank you for your trust in our company.

Dipl.-Ing. Thomas Haas
Geschäftsführer

Dipl.-Wirt.-Ing. (TH) Stephan Wüst
Leitung Vertrieb u. Marketing

OTTO HAAS KG

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HAAS – Technik, die einfach verbindet.