

Code of Conduct

1. Preamble

Hateha is committed to sustainable corporate management, characterized by ecological and social responsibility. Compliance with basic principles that determine the quality of our lives is a matter of course for Hateha. Therefore, we support the application and dissemination of these basic principles with the goal of a sustainable global economy for the benefit of all people, communities and markets now and in the future. We hereby call upon our suppliers and business partners to contribute to this in the spirit of a unified approach. This Code of Conduct defines these basic principles and requirements of Hateha tot its suppliers and business partners regarding ecological and social responsibility. Furthermore, we expect our suppliers and business partners to promote compliance with the contents of the Code of Conduct among their suppliers and business partners.

2. Principles of cooperation

2.1 Reliability and honesty

Successful cooperation is bases on keeping assurances and commitments to all business partners. Thus, we expect our suppliers and business partners to be reliable and honest in their business relationships.

2.2 Compliance

The Code of Conduct represents a minimum standard bases on applicable laws and regulations. Compliance with national and international legal requirements is a matter of course for us, which is why this applies equally to our suppliers and business partners. This applies in particular to the foreign trade, tax and customs laws of the respective country.

3. Fair competition

3.1 Anti-corruption

Hateha rejects any form of bribery. Our suppliers and business partners must not directly or indirectly offer, promise or grant any advantage to a public official or a business partner from the private sector that could give the impression of constituting a bribe. At the same time, our suppliers and business partners may not demand, be promised or accept anything form their business partners that could be considered a bribe.

3.2 General conditions under antitrust law

Our suppliers and business partners are required to protect free and fair competition and thus conduct their business in compliance with national and international competition laws.

4. Careful handling of information

4.1 Intellectual property

Intellectual property rights of the contractual partners and third parties shall be respected.

2023-01-01

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4.2 Data

Data concerning the identity of business partners and the subject of the business relationship must always be treated confidentially by our suppliers and business partners, just as personal data of customers and employees, and protected against unauthorized access by third parties. The statutory regulations regarding data protection and information security must be observed.

5. Social responsibility

5.1 Human Rights

The protection of and respect for international human rights are an essential part of corporate responsibility. We expect our suppliers, business partners and their employees to respect these inviolable rights

5.2 Conflict Materials

Suppliers and business partners commit to avoid the use of raw materials that originate from a conflict or high-risk area or contribute to human rights abuses, corruption or the financing of armed groups.

5.3 Child and forced labour

Our suppliers and business partners support the prohibition of forced and child labour of any kind and take appropriate measures to ensure these principles among their own suppliers. The employment of young people is only permitted within the legal limits, which must be strictly observed.

5.4 Conduct in the workplace

All employees shall be treated with respect and dignity. Any form of discrimination, bullying or harassment is to be refrained from and must be stopped immediately.

5.5 Freedom of association

Our suppliers and business partners shall uphold the freedom of association and the effective recognition of the right to collective bargaining.

5.6 Work Conditions

Our suppliers and business partners shall pay their employees appropriate wages. The wage to be paid shall not be below the legally prescribed minimum wage. All suppliers and business partners shall comply with applicable working time regulations.

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6. Environmental protection and occupational safety

6.1 Environmental awareness

Our suppliers and business partners work in a resource-conserving manner and avoid any danger to people and the environment. The statutory regulations on environmental protection are to be regarded as a minimum standard. Suppliers and business partners shall ensure that their products are manufactured in the most environmentally friendly manner possible and that they burden our environment as little as possible. This should be ensured by means of appropriate avoidance, recycling or disposal, so that even environmentally harmful substances are handled safely throughout the product life cycle and beyond.

6.2 Safety at the workplace

It is mandatory to comply with the applicable health and safety laws. Responsibility for one's own employers is to be ensured by providing a safe and healthy working environment.

7. Conflicts of interest

7.1 Avoidance of conflicts of interest

The decision regarding cooperation with Hateha should be based on objective criteria. Our suppliers and business partners are encouraged to avoid situations in which our business relationship may be influenced by conflicts of interest.

7.2 Complaint management

Suppliers and business partners undertake to implement the effective complaint mechanisms in their own operations.

8.0 Consequences of non-compliance

8.1 Verification

Hateha reserves the right to verify compliance with the principles of the Code of Conduct at any time with the framework of an on-site audit and to request proof regarding compliance with the Code of Conduct.

8.2 Termination of Cooperation

If non-compliance with the principles contained in this Code of Conduct is established Hateha reserves the right to terminate the existing contracts with immediate effect.

9. Approval and compliance with the Code of Conduct

We hereby acknowledge and support the HATEHA supplier and business partner Code of Conduct by implementing the requirements and expectations contained therein and by communicating the principles of the Code of Conduct to our employees. If the legal requirements are more restrictive than the Code of Conduct these take precedence.

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