

October 2022

Code of Conduct – Erwin Halder KG

The Erwin Halder KG management is committed to a responsible and sustainable company management. This commitment is accompanied with the expectation that our members of staff respect the principles of an ecological behavior and a social and ethical conduct. These standards are based on

- The ten principles of the UN Global Compact.
- The Universal Declaration of Human Rights.
- The ILO core labour standards.

Since 1938 our company success has been based on a clear customer focus, an overall culture of compliance, fairness as well as the respect for all human rights and human dignity. We are not able and willing to accept either inhuman employment relationships and working conditions or infringements of environmental aspects.

Along our supply chains, we expect the compliance with the international principles and their implementation. In addition, we regularly weigh the risks as well as our opportunities for contributing to the compliance with these principles.

Should misconducts regarding these principles become known – along the supply chain as well as internally –, appropriate corrective measures will be taken. We reserve the right to inform the competent authorities in case of infringements of the applicable law.

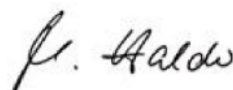
We have set ourselves the goal of optimizing our corporate activities in a continuous and sustainable way. Along with this, dealing with human rights within our company and our supply chains is subject to a continuous optimization.

The following code of conduct summarizes the practice already established in our company and is a guiding framework for the entire enterprise including the management, the executives and each individual member of staff. Every individual is responsible to implement the code of conduct – a misconduct does not only harm individual persons but also the reputation of all of us.

We would ask you, our valued members of staff, to follow this guiding framework and to be aware of your responsibility in everyday life. The conduct of each individual employee helps not only for a respectful interaction within our company but also to maintain a respect-oriented co-operation with customers, suppliers, our surroundings and the environment.



Stefan Halder
Managing Director



Martin Halder
Commercial Director



Michael Dunz
Operations Manager



Bernd Janner
Sales Manager

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Conduct Within our Company

Non-Discrimination

At any time, our colleagues are treated with dignity, fairness and the appropriate respect. All forms of discrimination, whether due to origin, gender or religion, will not be tolerated – either on-site or in the business environment. The in-company equality of opportunities is promoted. In general, these principles are respected, especially with regard to recruitment decisions, education and training or to promotion.

Human Rights

The internationally recognized human rights are supported and their implementation is both demanded and promoted in our company. The basis for this is the United Nations Universal Declaration of Human Rights.

Labour Rights

The labour rights are fully recognized and implemented. All forms of forced labour, slavery or child labour are prohibited. Any work is voluntarily performed and every member of staff has the right to finish the work or to terminate the employment

Any harassment at the workplace such as psychological stress and sexual or personal harassment are not tolerated.

Payments are made in accordance with the collective agreement of the IG Metall trade union or we take the agreements as benchmarks. – Equal opportunity and non-discrimination are our first priority.

Every member of staff has the right to freedom of association, to join trade union or to become a work council member. The communication between members of staff, employee representatives and the management take place on an equal footing and without fear of retribution.

Safety at Work

The safety of all employees is a key corporate objective as each individual employee contributes to the success of the company. Arrangements are made in all areas in order to enhance the safety at work. With new projects, these efforts are already taken into account at the planning stage.

Besides the necessary measures taken by the company, all employees are obliged to comply with the regulations on safety and health at work and to make an active contribution to improving the security in the company.

Attitude Towards the Environment

Not only the company itself is aware of the responsibility towards the environment but also each individual employee contributes to an increased environmental performance of our company

Every new process and every new product are looked at in terms of the environment in order to keep the risks of environmental damage as low as possible.

It is the personal concern of each individual to use the natural resources sparingly and to protect our ecosystem by using renewable energies, efficient processes and environmentally compatible resources.

Conduct in our Social Environment

Sponsoring and Donations

Our company engages in many ways in the social environment. We would point out that donations are not used for political parties, politicians or similar institutions and offices.

Every donation and all sponsorship only serve the purpose of promoting communities and do not pursue the objective of any influence.

General Public

The right of free expression as well as the protection of personal rights and maintaining the privacy of all employees are highly valued goods. However, all members of staff are aware of both their responsibility in public and their possible role as a Halder representative in their private lives.

Any public comments harming the company must be avoided and any private statements must not be associated with the company.

Conduct in the Business Environment

Laws and Regulation

Complying all laws, rules and regulations is taken for granted. Compared with the current law, any personal and corporate interests are disregarded, even with initially entrepreneurial disadvantages.

Fair Competition

Accepting or offering gifts and favors exceeding the value of a token of appreciation must be avoided. Any acceptance of benefits in the form of corruption or cartel arrangements are not tolerated and lead to consequences up to and including termination of employment. All employees are aware of this responsibility and the risks.

Conduct Towards Customers, Suppliers and Other Interested Parties

Of course, all conducts described in this code of conduct also apply for our customers, suppliers and other interested parties. In return, we expect the same from our partners.

For this reason, we support the compliance of social and ecological minimum standards when establishing our business relations. We therefore follow the standards of the ILO Conventions (ILO Core Labour Standards of the ILO Labour and Social Standards). The ILO Core Labour Standards can be obtained via the following link:

<https://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lang--de/index.htm>

Conduct with Regard to Information and Data

Access to any confidential information and documentations is not available for uninvolved third parties. These information and documentations are covered by data protection. For further information, please refer to our privacy statement.