

Code of Conduct of Hacker Feinmechanik GmbH according to the principles of the United Nations Global Compact (UNGC)

Status 2025

Introduction

Hacker Feinmechanik GmbH is committed to responsible, sustainable and ethical corporate governance. This code of conduct forms the basis of our actions towards employees, business partners, society and the environment.

We are committed to complying with the **Ten Principles of the UN Global Compact** in the areas of **human rights, labour standards, the environment and anti-corruption** and to continuously integrating them into our corporate culture, strategies and processes.

The Code applies to all employees, managers and business partners of Hacker Feinmechanik GmbH.

1. Human Rights (Principles 1–2)

We respect internationally recognized human rights and ensure that our company does not participate in human rights violations.

- Respect for human dignity, privacy and personality of each individual.
- Protection against discrimination, harassment or intimidation.
- Fair, respectful and inclusive cooperation at all levels.
- Protection of particularly vulnerable groups, including persons with disabilities.

2. Labour standards (Principles 3–6)

Freedom of association and the right to collective bargaining

We respect the right of our employees to organize and negotiate collectively. No one is disadvantaged because of their membership in a trade union.

Prohibition of forced labour and child labour

- Any form of forced, bonded or compulsory labour is prohibited.
- Child labour is neither tolerated nor indirectly supported. The legal minimum age is strictly adhered to.

Fair working conditions

- Working hours, remuneration and social benefits meet or exceed legal requirements.
- Wages are paid on time and in full.
- Rest periods and holidays are granted.

Equal treatment and equal opportunities

We promote diversity and inclusion – regardless of gender, age, origin, religion, disability or sexual orientation. Decisions are based solely on qualification, performance, and integrity.

3. Health and safety at work

We create safe and healthy working conditions:

- Hazards are regularly identified and minimized.
- Training and protective equipment are mandatory.
- Emergency plans, first aid and fire protection measures have been established.
- Excessive workload is avoided.

4. Environment (Principles 7–9)

We recognize our responsibility towards the environment and act in accordance with the precautionary principle. Our environmental policy is based on the principles of resource efficiency, circular economy and emission avoidance.

Our commitment includes:

- Introduction and maintenance of an effective environmental management system.
- Compliance with all environmental regulations and standards.
- Continuous reduction of energy, water and raw material consumption.
- Promoting the use of environmentally friendly technologies and processes.
- Use of renewable energies, waste heat recovery and recycling.
- Avoiding materials from conflict regions and harmful chemicals.

Principle 7: Precautionary approach to environmental problems.

Principle 8: Promote greater environmental awareness among employees and suppliers.

Principle 9: Support the development and dissemination of environmentally friendly technologies.

5. Anti-corruption (Principle 10)

We do not tolerate any form of corruption, bribery, extortion or unfair advantage.

- Any form of unlawful donation, influence or taking advantage is prohibited.
- Decisions are based exclusively on objective, economic and ethical criteria.
- Suspected cases are reported via the whistleblower system.

6. Supply chain and business partners

We expect all suppliers and partners to share the values of this Code and to implement the Ten Principles as well.

- Compliance with the Supply Chain Due Diligence Act (LkSG).
- Rejection of child, forced and discrimination labor.
- Proof of ecologically and socially responsible production conditions.
- Selection of partners according to sustainability, quality and integrity criteria.

7. Data protection and information security

- Confidential and personal data will be treated in accordance with the GDPR.
- Protection of confidential business information must be ensured.

8. Implementation, monitoring and complaints office

All employees are obliged to comply with the contents of this Code and to actively implement them. Violations or suspected cases can be reported anonymously via the whistleblower system. Incoming reports are treated confidentially and whistleblowers are protected from retaliation.

Closing remarks

This Code of Conduct is an expression of our attitude and our Selbstverständnisses. Er obliges us to act responsibly on a daily basis – for people, the environment and society.

Offenberg, May 2025

Gerald Watzl

Managing Director, Hacker Feinmechanik GmbH