

Guideline for fair and responsible personnel recruitment

Hacker Feinmechanik GmbH

Status: September 2026

1. Principle

Hacker Feinmechanik GmbH rejects forced labour, human trafficking and other exploitative forms of employment. Employment must be voluntary. Access to a job must not be made dependent on applicants or employees making payments or entering into financial obligations.

2. Prohibition of fees for placement and recruitment

No fees are charged to applicants or employees for placement, application or hiring. Likewise, no deposits or comparable payments may be demanded to Hacker Feinmechanik GmbH or to personnel service providers employed by us before or during employment.

3. Personnel service providers, suppliers and service providers

We expect the personnel service providers used to recruit personnel fairly and responsibly. Employees of personnel service providers must not have to make any payments or other considerations for the placement or commencement of their employment.

We also pay attention to compliance with fundamental labor and human rights in the selection and evaluation of our suppliers and service providers. We expect our business partners to observe the principles of this guideline and, in particular, not to charge any inadmissible fees to applicants or employees. If necessary, we can request suitable confirmations or evidence for this purpose.

4. Reimbursement of inadmissible fees

If we nevertheless become aware of inadmissible payments or fees that employees have made to a personnel service provider used by us in connection with their placement or employment, the proven costs will be reimbursed within a reasonable period of time and the facts of the case will be clarified with the service provider in question.

5. Reporting violations

Indications of possible violations of these principles can be reported confidentially via the whistleblower system of Hacker Feinmechanik GmbH: <https://hacker-feinmechanik.de/en/whistleblower-system/>

6. Responsibility

The management and the HR department are responsible for the implementation of this policy. The policy is reviewed and adjusted as necessary.

Hacker Feinmechanik GmbH

General Manager