

HASSLACHER group

Human rights guidelines

Introduction

We, the HASSLACHER Group, are committed to the fundamental principles of human rights, as set out in the guiding principles of the United Nations for Business and Human Rights, the Declaration of the International Labour Organisation (ILO) regarding the basic principles and rights for labour, as well as in the guidelines for multinational companies of the Organisation for Economic Cooperation and Development (OECD). These guidelines serve as the basis for our actions and reflect our commitment to respecting and promoting human rights.

In addition, we are committed to complying with the local laws in each country where we work. In case where there is a conflict between international standards and local laws, the HASSLACHER Group will comply with the respective higher standard.

Scope of application

These guidelines apply to all companies in the HASSLACHER Group and we oblige our business partners, as well as suppliers, to adhere to these principles.

Obligations

1. Respecting human rights:

- ⊕ We are obliged to respect and protect the human rights of all persons who are associated with our business activity.
- ⊕ We reject any form of discrimination, harassment and abuse, such as discrimination on account of race, gender, age, religion, sexual orientation, disability or social background.

2. Working conditions:

- ⊕ We ensure fair and safe working conditions for all our employees.
- ⊕ We ensure appropriate working hours, fair pay and complying with health and safety legislation.
- ⊕ Child labour and forced labour are strictly forbidden at our company. We work exclusively with suppliers who also comply with this principle.

3. Freedom of association and tariff negotiations:

- ⊕ We respect the right of employees to organise themselves and to act collectively.
- ⊕ We work closely with representative unions to promote fair working conditions.



4. Environmental protection and health and safety:

- + We are committed to protecting the environment and to aligning our business practices accordingly.
- + We ensure safe and healthy work environments and minimise the impact of our activities on the environment.

Implementation and monitoring

1. Compliance with international standards:

- + We acknowledge our corporate responsibility for observing human rights. We strive to identify and prevent actual or potential negative effects on human rights that we are directly or indirectly involved in through our business activities or business relations.
- + We monitor compliance with the guiding principles of the United Nations for Business and Human Rights, the ILO declaration on the fundamental principles and rights regarding labour and the OECD principles for multinational companies.

2. Risk assessment and duty of care:

- + We regularly carry out assessments of the impact on human rights in our own companies and in our supply chains.
- + In case of irregularities, plans to mitigate risks are made on the basis of these assessments, which are then implemented, monitored and communicated accordingly.

3. Awareness:

- + We promote a culture of transparency and openness in which employees feel able to notify concerns and incidents regarding the contravention of human rights.

4. Complaint mechanisms:

- + Any possible breach of these guidelines can be notified (also anonymously) through our whistleblower hotline. Employees, business partners, customers, suppliers, community interest representatives and other interest groups associated with the HASSLACHER Group can use the whistleblower hotline.
- + All notifications are received and assessed by an independent external office and forwarded to an internal office at the HASSLACHER Group for processing. Each case is examined thoroughly in terms of content.

Transparency and reporting

We are committed to transparent reporting when it comes to human rights.

