TECHNOLOGY
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CODE OF CONDUCT

Ethical behaviour and acting in accordance with the law protects against legal and economic risks and risks and strengthens the reputation of and trust in our company.



Health of our employees

We ensure good working conditions with high standards of occupational health and safety for our employees. Each individual is trained, jointly responsible and instructed to strictly adhere to health and safety at work in their area so that accidents, incidents and operational disruptions can be avoided.



Respect and integrity

We promote an environment characterized by mutual respect and do not tolerate any discriminatory behavior. We strictly reject any form of child and forced labor or other methods that attempt to coerce work performance and are not based on free will. For us, integrity is the essential foundation for sustainable business success.



Sustainability, environmental awareness

The conservation of resources and energy efficiency is important to us. Our focus is on optimizing production processes to reduce environmental impact while maintaining our quality standards. We are committed to implementing environmentally relevant measures within the scope of our business activities, thus making a significant contribution to sustainable environmental protection.

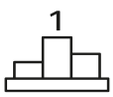


Legally compliant behavior

Our decisions are guided by moral and ethical principles. We comply with human rights, existing laws and official regulations. It goes without saying that we protect the personal rights of our employees and business partners and ensure that personal data is only used within the legally authorised framework.

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Fair competition

Integrity and fairness in business dealings are important to us. We comply with the applicable competition and antitrust laws and expect the same from our employees and business partners. We reject misleading and unfair business practices and do not enter into agreements with competitors.



Business secrets and conflicts of interest

Business data entrusted to us will not be made accessible to third parties. Our actions are always guided by the interests of the company. All employees are instructed to avoid situations where private and personal interests conflict with the interests of HAINZL. Any potential conflicts of interest must be disclosed.



Corruption, bribery, sponsoring and donations

We reject any form of corruption and bribery for the purpose of gaining an advantage. The acceptance of gifts is only permitted within the industry standards and legal limits, and never in exchange for favors. Sponsorships and donations serve only the company's interests and are carefully selected and transparently documented.

Reporting violations of the Code of Conduct

Every employee is required to report violations of the Code of Conduct to their line manager or the Compliance Officer. Such reports can be sent to compliance@hainzl.at. The receipt of the possible violation via this e-mail address will be confirmed within 7 days. Final feedback, after processing and thorough examination of the information of the information, will be provided within three months.

Contact Compliance Officer
Mag. Thomas Leonhartsberger, Leiter Controlling und Organisation
compliance@hainzl.at, www.hainzl.at

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