

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (V01 09/2024)

PREAMBLE

The purpose of this statement is to set out all measures that the HAI Group has already taken, or will continue to take in the future, to prevent modern slavery and human trafficking within its own organisation and supply chain. Modern slavery includes the exploitation of labour, child or forced labour and debt bondage.

All decisions are based on our three corporate values of trust, opportunity and dynamism.

Mutual trust is the basis for satisfied employees and business partners. The HAI Group also stands for a wealth of opportunities that contribute to personal and corporate development. Ultimately, all decisions within the group of companies are made quickly and responsibly. This is the value of dynamism within our company.

RESPECT FOR HUMAN RIGHTS

We endeavour to secure the future of the HAI Group's sites and thus also the jobs of our employees in the long term. We believe that trusting our employees, colleagues and managers, working with them and treating them with respect, supporting their progress and development and focusing on continuous improvement and occupational health and safety are important to ensure the long-term satisfaction of all employees and a safe working environment. Values are a top priority at the HAI Group. Our employees are treated with dignity, respect and courtesy at every level. This is reflected in the loyalty and sense of belonging of all employees.

Our business partners undertake to ensure that the applicable standards of the International Labour Organization are observed. The human rights of all employees must be respected. This includes, in particular, requirements and measures in the following areas:

Prohibition of child or forced labour

It is prohibited to employ people against their will, regardless of their age, or to require them to provide identification documents or deposits as a condition of employment. We categorically reject all forms of child labour, forced labour and involuntary labour.

We also impose these requirements on our business partners. If they are unable to fulfil these standards, we will refrain from entering into a future business relationship or terminate an existing one.

Non-discrimination

Discrimination of any kind is not tolerated in the HAI Group. This includes, in particular, discrimination on the basis of gender, ethnicity, religion, world view, age or sexual orientation. We also do not tolerate any form of sexual harassment. Equal treatment is a top priority for us at all levels. We therefore only enter into business relationships with companies that can also fulfil these standards. The workplace should be a safe place where there is no room for marginalisation based on the above criteria.

Occupational safety

The applicable laws, regulations and agreements on working hours, regular holidays and appropriate and timely remuneration must be complied with and a healthy and safe working environment must be

provided. All employees must be aware of work hazards and safe practices and be able to refuse or stop unsafe work without fear of negative consequences.

INTERNAL MEASURES

Whistleblower system

All employees and business partners are encouraged to report circumstances that suggest a violation of laws or internal policies. Concerns about business processes can also be raised or information can be requested without fear of reprisals.

We have also set up a whistleblowing system on our website (Compliance Line). This system serves as a preventative function. Equal treatment of all complaints is ensured throughout the entire handling process. Reports can be submitted anonymously. A small team within the Compliance department processes the reports in a protected environment. A corresponding process has been developed in the event that irregularities or illegal behaviour are identified. The reports are checked and appropriate action is taken if necessary.

Code of Conduct

The Code of Conduct for Suppliers describes our beliefs and values. The HAI Group is committed to internationally recognised and endorsed principles for ethical and compliant business practices and to supporting responsible and sustainable production and sourcing. We have therefore implemented a systematic approach to applying this Code of Conduct to our business partners in the supply chain, including suppliers, contractors, consultants and agents.

The HAI Group Code of Conduct describes our beliefs and values. Our values are standards of daily work and behaviour towards our colleagues, customers, suppliers, business partners, government institutions and all other persons within the scope of our activities. The Code of Conduct serves as a basis and guide for achieving our goal of making decisions in a fair, responsible and respectful manner.

Both codes of conduct can be downloaded from the download centre on our website.

MEASURES IN THE SUPPLY CHAIN

Our supply chain principles are anchored in our Supply Chain Policy. This policy underpins the HAI Group's commitment to respect human rights, avoid contributing to the financing of conflict and comply with all relevant UN resolutions, regulations and laws. In addition, we are committed to using our influence to prevent abuse by others through risk-based due diligence in the supply chain.

The HAI Group has taken steps to ensure that our Code of Conduct is an integral part of all new contracts to protect human rights. All business partners are required to recognise our Code of Conduct. If we receive internal or external information that a possible human rights violation has occurred or that our Code of Conduct is being disregarded by business partners, we initiate investigations. If the investigations confirm the suspected cases, we draw the consequences and suspend the orders for the time being.

SUMMARY AND OUTLOOK

The HAI Group is consistently opposed to all forms of modern slavery and human trafficking. As mentioned above, numerous measures have already been taken in this regard. This will continue to play a major role in our corporate culture in the future and we are constantly trying to optimise our measures.

HAI-Group Management
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