

Code of Conduct for Suppliers of HLash & Rainer GmbH

valid as of 01.01.2021

Version	CREATED BY	APPROVED BY	APPROVED ON
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1. Introduction

HLash & Rainer GmbH (hereinafter: HLaSh & Rainer) is a specialist for exactly fitting, standard-compliant cargo securing in containers. Our products can be found wherever cargo needs to be secured in containers in compliance with regulations.

We are aware of our corporate responsibility in the areas of human rights and the environment, among others. It is the basis of our actions.

This responsibility is to be borne by all those involved in the value chain of HLaSh & Rainer GmbH products.

With this Supplier Code of Conduct we define minimum requirements for the suppliers of HLaSh & Rainer GmbH.

We want to establish a common understanding regarding appropriate living and working conditions of employees, which is shared by all our suppliers and their employees.

Our Supplier Code of Conduct is based on the principles of the ILO (International Labor Organization) and the 10 principles of the UN Global Compact. It forms the basis for long-term and sustainable business relationships.

The basis for compliance with our Supplier Code of Conduct is its regular communication to our suppliers.

The Supplier Code of Conduct applies to all suppliers of HLaSh & Rainer GmbH.

Terminology:

In the text HLaSh & Rainer GmbH uses:

- the masculine notation for easier readability but means all genders without discriminating.
- the wording 'we' for all employees of HLaSh & Rainer GmbH (including the management).

2. Our Principles for Suppliers

● No Child Labor

Child labor is strictly prohibited. Our suppliers are obliged to comply with the applicable national laws and regulations for the protection of children and young people. When employing children, the starting age for work may not fall before the end of compulsory schooling. If no minimum age for employment is specified by law, our suppliers do not employ children under the age of 15.

● Free Choice of Employment

All forms of forced labor (including bonded labor and slavery) are prohibited. Work must always be performed voluntarily. Employees may not be forced to perform work or enter into an employment relationship by force or threat. This also includes the prohibition of forcing employees to continue work by withholding salary, social benefits, property or documents.

● Freedom of Association

Employees have the right to decide independently whether to unite to protect or represent their interests. They may form or join an association. They have the right to collective bargaining. If this is restricted by national law, our suppliers shall not hinder the development of comparable opportunities for independent and free association and collective bargaining.

● Safe Working Conditions

Our suppliers comply with the applicable occupational health and safety regulations and ensure a safe and health-promoting working environment. In order to ensure prevention against accidents and damage to health during work, measures and procedures for occupational health and safety are to be established. Employees shall be regularly informed and trained on these measures and procedures as well as on health protection regulations.

All employees are to be treated with dignity and respect. Physical punishment, sexual harassment, physical or psychological coercion, and all other forms of harassment or intimidation shall not be used under any circumstances. Disciplinary policies and procedures shall be clearly established and communicated to employees.

- **Reasonable Remuneration and Working Hours**

Our suppliers comply with all applicable national laws on working hours, overtime, wages and salaries and other employer benefits. Overtime shall be performed voluntarily and shall be compensated additionally in accordance with national law. Our suppliers shall pay their employees in a timely manner and shall clearly and understandably communicate to employees the basis upon which employees are paid.

Deductions from wages and salaries as a disciplinary measure are not permitted unless they are legally permissible.

Employment contracts shall be concluded with employees within the framework of the respective applicable national law.

- **Diversity**

Our suppliers promote a work environment that enables inclusion and values the diversity of their employees.

Employees shall not be subjected to discrimination based on ethnical or national origin, caste, religion, age, physical or mental disability, gender, marital status, sexual orientation, political beliefs, other personal characteristics or membership in employee organizations. Our suppliers must also not accept such discrimination.

- **Data Protection**

Our suppliers comply with applicable data protection and security laws and regulations. This applies in particular with regard to personal data of customers, employees and other business partners. When collecting, processing, transferring or using personal data, our supplier complies with all the aforementioned requirements.

Our suppliers protect confidential information and use it only in an appropriate manner. This means that our suppliers do not disclose any information that is not known to the public.

- **No Corruption**

The term corruption refers in particular to corruption, bribery, the acceptance of benefits and the granting of benefits. This can involve financial, material but also personal benefits.

Corruption in any form is prohibited. Our suppliers comply with all applicable national and international anti-corruption rules, laws, regulations and

standards. They do not offer or promise any of the above benefits (either directly or indirectly) to improperly influence official actions or to obtain an improper advantage with the aim of inducing or obtaining business activity.

- **Fair Competition**

The principles of a free market economy and fair competition form the basis of the entrepreneurial activities of HLaSh & Rainer.

We also expect our suppliers to comply with the respective applicable national and international regulations of competition and antitrust law.

- **Environment**

Our suppliers comply with all applicable environmental laws, regulations and standards. They operate an efficient system to identify and eliminate potential environmental hazards. In all cases, environmental impacts are to be avoided or reduced as far as possible. In this context, we expect that climate protection is given appropriate consideration in our suppliers' operations, e. g. by setting climate protection targets and implementing them accordingly.

- **Operational Continuity**

Our suppliers take precautionary measures in the event of disruptions to their business activities (e. g. pandemic, infectious diseases, natural disasters, terrorism, software viruses). The precautionary measures include, in particular, disaster plans to protect employees and the environment as far as possible from the effects of any disasters in the area of business activity.

3. Compliance with and Implementation of the Supplier Code of Conduct

With this Supplier Code of Conduct we define the minimum requirements for the suppliers of Hlash & Rainer GmbH. The suppliers commit themselves to comply with the minimum standards defined in the code as well as with the respective applicable national regulations, laws, industrial standards and other relevant legal regulations.

Hlash & Rainer GmbH reserves the right to verify compliance with the requirements of the Code of Conduct for Suppliers after reasonable advance notice.

In case of non-compliance with the Code, the supplier shall promptly initiate improvement measures. In the event of knowledge of specific violations of the Code of Conduct for Suppliers, Hlash & Rainer GmbH reserves the right to terminate the business relationship.

We encourage our suppliers to introduce their own binding guidelines for ethical behavior.

As a matter of principle, supply relationships with new suppliers will only be established if they commit themselves to comply with this Supplier Code of Conduct.

**Acknowledgement of the Code of Conduct for Suppliers
of HLaash & Rainer GmbH by:**

Company:

Address:

Contact:

Position:

Place / Date:

Signature:

Please sign and return:

By mail:

HLash & Rainer GmbH
Steuerung & Disposition
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D-51149 Cologne
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Via email:

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