



Code of Conduct

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1. Preamble

Haas & Co Magnettechnik GmbH is committed to environmentally and socially responsible corporate conduct. We expect the same conduct from all our suppliers. We also expect our employees to comply with the principles of environmentally, socially and ethically sound behaviour and to incorporate them into the corporate culture. Furthermore, we strive to continuously optimise our actions and activities as a business and our products to make them more sustainable and call on our suppliers to contribute to this so as to promote a holistic approach.

For their future cooperation, the contracting parties hereby agree that the following provisions shall apply to their joint code of conduct. This agreement shall be the basis for all future deliveries. The contracting parties shall be obligated to comply with the principles and requirements of the Code of Conduct and to endeavour to contractually commit their subcontractors to comply with the standards and provisions set forth in this document. This agreement shall enter into force upon signature. Any breach of this Code of Conduct may constitute grounds for the company to end the business relationship including all associated supply contracts.

The Code of Conduct is based on national laws and regulations and international agreements such as the United Nations Universal Declaration of Human Rights, the Children's Rights and Business Principles, the United Nations Guiding Principles on Business and Human Rights, the International Labour Standards of the International Labour Organization and the United Nations Global Compact.



2. Requirements for suppliers

2.1. Social responsibility

- No forced labour

No forced labour, slave labour or similar labour may be used. All work and labour must be voluntary and employees must be able to terminate their work or employment at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological duress, sexual and personal harassment.

- Prohibition of child labour

Child labour must not be used in any phase of production. Suppliers are called on to comply with the recommendation of the ILO conventions on the minimum age for the employment of children. This states that the age should not be lower than the age at which compulsory schooling ends and in any case not lower than 15 years of age. If children are found at work, the supplier must document the measures to be taken to rectify the situation and enable the children to attend school. The rights of young workers must be safeguarded and special protective regulations must be complied with.

- Fair working hours

Working hours must comply with the applicable laws or industry standards. Overtime shall only be permitted if it is voluntary and does not exceed 12 hours per week, whilst employees must be given at least one day off after six consecutive working days. Weekly working hours must not routinely exceed 48 hours.

- Fair pay

Pay for regular working hours and overtime must match the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. Overtime pay must always be higher than pay for regular hours. If pay is not sufficient to cover the normal living costs and to save a minimum level of reserves, the supplier shall be obligated to increase pay accordingly. Employees must be provided with all the benefits prescribed by law. Wage deductions shall not be permitted as a punitive measure. The supplier must ensure that employees receive clear, detailed and regular written information on the make-up of their pay.



- Freedom of association

The right of workers to form and join organisations of their choosing and to engage in collective bargaining must be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative means of independent and free association of workers for the purpose of collective bargaining shall be granted. Employee representatives must be protected against discrimination. They must be granted free access to the workplaces of their colleagues in order to ensure that they can exercise their rights in a lawful and peaceful manner.

- Ban on discrimination

Discrimination against employees of any kind shall be prohibited. This shall apply, for instance, to discrimination based on gender, race, caste, skin colour, disability, political beliefs, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual shall be respected.

- Occupational health and safety

The supplier shall be responsible for a safe and healthy working environment. The supplier shall establish and apply appropriate occupational health and safety systems to ensure necessary precautions are taken against accidents and damage to health that may occur in connection with the work. Furthermore, employees shall be regularly informed and trained about applicable health and safety standards and measures. Employees shall be provided with access to sufficient quantities of drinking water as well as access to clean sanitary facilities.

- Complaint mechanisms

The supplier shall be responsible for establishing an effective complaints mechanism at establishment level for individuals and communities that may be affected by adverse impacts.

- Policy towards conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as other raw materials such as cobalt, the company shall establish processes in accordance with the Organisation for Economic Cooperation and Development (OECD) Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and expects its supplier to do the same.



2.2. Environmental responsibility

- Treatment and discharge of industrial wastewater

Wastewater from operational procedures, production processes and sanitary facilities must be typified, monitored, checked and treated where necessary prior to discharge or disposal. In addition to this, measures should be introduced to lower the production of wastewater.

- Policy towards air emissions

General emissions from operational processes (air and noise emissions) and greenhouse gas emissions shall be typified, routinely monitored, checked and treated where necessary prior to their release. The supplier shall also be responsible for monitoring its emissions purification systems and shall be required to find economical solutions to minimise any emissions.

- Policy towards waste and hazardous substances

The supplier shall adopt a systematic approach for identifying, handling, reducing and responsibly disposing of or recycling solid waste. Chemicals or other materials that pose a hazard when released into the environment shall be identified and handled in such a way that safety is ensured during handling, transport, storage, use, recycling or reuse and disposal.

- Policy towards energy consumption/efficiency

Energy consumption shall be monitored and documented. Economical solutions must be found to improve energy efficiency and minimise energy consumption.

- Reducing consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of whatever kind, including water and energy, must be reduced or avoided. This can be done either directly at the point of origin or through processes and measures, such as changes in production and maintenance processes or company procedures, by using alternative materials, through savings, by recycling or reusing materials.



2.3. Ethical business conduct

- Fair competition

The standards of fair business conduct, fair advertising and fair competition must be observed. Furthermore, the applicable antitrust laws must be applied, which in particular prohibit collusion and other activities influencing prices or conditions in relations with competitors. In addition to this, these provisions prohibit agreements between customers and suppliers intended to restrict customers' freedom to determine their own prices and other conditions for resale.

- Confidentiality/data protection

The supplier shall be obligated to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. When collecting, storing, processing, transmitting and passing on personal information, the supplier must comply with the laws governing data protection and information security and the official regulations.

- Intellectual property

Intellectual property rights must be respected; transfers of technology and know-how must take place in such a way that intellectual property rights and customer information are protected.

- Integrity/bribery, acceptance of favours

All business activities must be based on the highest standards of integrity. The supplier must adopt a zero-tolerance policy towards any and all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing the standards must be applied to ensure compliance with laws to combat corruption.



3. Implementation of the requirements

We expect our suppliers to identify risks within their supply chains and take appropriate measures. In the event of suspected breaches and to safeguard supply chains subject to increased risks, the supplier shall inform the company promptly and, where necessary, regularly about the violations and risks identified and the measures taken.

Should a breach of the provisions of this Code of Conduct be ascertained, the client shall notify the supplier in writing within one month and set a reasonable period of grace for the supplier to adjust its conduct to comply with these provisions. If such a breach happened culpably and the client cannot be reasonably expected to continue the contract until it would usually end, the client may terminate the contract after the grace period has expired without remedy if it threatened to do so when setting grace period. This shall be without prejudice to any statutory right to immediate termination without a grace period, as well as to the right to damages.

4. Acknowledgement and agreement

By signing this document, the managing director commits himself to acting responsibly and to complying with the principles/requirements set forth herein. The managing director shall be obligated to communicate the content of this Code to employees, agents and subcontractors in a way that is understandable to them and to take all necessary steps to implement the requirements.

Christopher Haas

Managing director