

Code of Conduct for our suppliers and business partners

The HACO Group takes its social responsibility seriously and is committed to an economically, ecologically and socially responsible corporate management. We support the 17 Goals of the United Nations for Sustainable Development and are committed to making our contribution to a sustainably fairer, more viable and thus more livable world.

We expect the same behavior from our suppliers and business partners. For our companies and their employees, we ensure that the principles of ecological, social and ethical behavior are observed and anchored in the corporate culture. We want to optimize our companies and our products in terms of sustainability and request our suppliers and business partners to support us in this endeavor as well as to be active in their own companies in terms of sustainable business activities.

The Code is based on national laws and regulations, as well as international standards such as the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labor Organization (ILO) Core Convention.

This Supplier Code is binding for all suppliers who have business relations with the companies belonging to the HACO Group.

Violations of this Supplier Code may result in the termination of the business relationship.

Ethics

Compliance with laws

The laws and regulations in the countries in which our partners operate must be respected and complied with.

Integrity, Bribery, Taking advantage

The highest standards of integrity must be applied in all business activities. A zero-tolerance policy applies to all forms of bribery, corruption, extortion, and embezzlement. Compliance with all standards and anti-corruption laws shall be ensured.

Data protection / Confidentiality

The supplier undertakes to protect confidential internal information and to use it only for purposes agreed to within the framework of the business relationship. Any processing of data shall be carried out in accordance with the applicable data protection regulations.

Intellectual property

Intellectual property rights must be respected; technology and knowledge transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Whistleblowing

The supplier shall implement the applicable legal requirements concerning the reporting system for the anonymous reporting of violations of law, violations of human rights or the existence of environmental risks.

Environment

The supplier undertakes to comply with all applicable environmental requirements and to avoid or minimize as far as possible any negative impact of its business activities on the environment.

The supplier:

- implements the requirements regarding emission limits and strives to reduce them.
- commits to reduce its carbon footprint to support the achievement of national and international targets.
- commits to optimizing the consumption of natural resources, including energy and water.
- strives to continuously minimize all waste, food waste and wastewater.

Labor Law & Human Rights

We are guided by the ETI Code of Conduct of the Ethical Trading Initiative and the principles on human rights and labor standards of the UN Global Compact.

We expect our suppliers to comply with labor standards and respect human rights.

Occupational health and safety

The supplier is responsible for a safe and healthy working environment. The supplier shall take the necessary measures to prevent accidents and damage to the health of employees.

Prohibition of child and forced labor

We do not tolerate child labor. The supplier is required to comply with the ILO Convention recommendation on the minimum age for employment of children. Any kind of forced labor and exploitation is prohibited, and any employment relationship is under a voluntary agreement.

Prohibition of discrimination

We do not accept discrimination on the basis of race, national origin, religion, age, gender, sexual orientation, union membership or affiliation with a political group.

Employment contract, fair wage, working time

Work performance is based on a regulated employment contract that is governed by national law and practice.

Sustainable procurement

Our Code requires conformity in the areas of ethics, environment, labor law and human rights as well as sustainable procurement. By signing the Code, the supplier / business partner undertakes to comply with the principles and requirements of the Code of Conduct and to strive to ensure that its suppliers and partners also comply with them.

We expect our suppliers to identify risks within the supply chains and to take appropriate measures to minimize those risks.

Reporting violations

Violations of this Code should be addressed to compliance@haco.ch or can be reported anonymously via the Integrity Line on the Haco Group website www.hacogroup.ch