



hesotec
Code
of Conduct

Our Code of Conduct is the basis of all business relationships. Our employees and business partners are required to implement the principles set out below.

hesotec **Code of Conduct**

The hesotec Code of Conduct was updated in
February 2020.

Corporate values

We define our obligations to people, nature and society in the following principles:

- Legal, moral and ethical conduct.
- Dealing with employees and third parties must be fair and respectful.
- The interests of our customers and business partners are taken into account appropriately.
- All forms of discrimination or unequal treatment based on gender, descent, nationality, skin colour, political worldview or religion are not accepted.

Compliance with laws

Like us, we require our business partners to comply with local legal regulations, in particular labour laws, social laws and environmental protection regulations.

Dealing with employees and business partners

We treat all our employees, without exception, with respect and dignity. We do not accept harassment, humiliation, intimidation or similar in any form. We want reliable and sustainable relationships with our business partners.

Equal treatment

We treat all our employees equally and do not tolerate any form of discrimination.

Working hours, remuneration and conditions

The principles developed by the International Labour Organisation (ILO) and local legal or collective bargaining conditions relating to working hours must be observed.

The basic salary and the remuneration for overtime hours worked by employees correspond to the legal level or the minimum wage customary in the industry.

The terms and conditions of the employment contract with the employees must be recorded in writing as a document. These requirements also apply to our business partners.

Occupational health and safety

Safety at our workplaces and the health of our employees is a fundamental principle for us. All business partners and their employees are expected to comply with the safety regulations, be aware of the dangers and think along with us in all safety-relevant activities.

All managers are obliged to carry out risk assessments in order to identify and evaluate hazards and stresses for people. This also includes the organisation of occupational health care.

Prevention of corruption

We comply with the regulations on combating corruption. We do not approve bribes, gifts or other illegal payments. We do not ask anyone to offer or accept such payments.

Data protection and confidentiality

The regulations on business and trade secrets must be observed and the data protection laws must be observed.

Environmental protection

We are committed to the protection of our environment and the available natural resources. The manufacture of all our products and the materials or purchased parts used in them are based on this principle. We also expect this from our business partners.

Communication

This Code of Conduct is available to our employees and business partners online in German and English:

www.hesotec.de
electrify.hesotec.de

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