



HAHN

HAHN GmbH & Co. KG, Bellersheimer Str. 45, D-35410 Hungen

HAHN GmbH & Co.KG
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To all HAHN customers

January 2024

Code of Conduct

This Code of Conduct defines the principles and requirements set by HAHN of goods and services concerning their responsibility for human and environment.

HAHN herewith declares:

Compliance with the law

- The laws of the applicable jurisdiction (s) must be observed.

Prohibition of corruption

- to tolerate any form of corruption or bribery in any way to engage, influence, including any type of illegal payment or other benefits to government officials about the decision.

Respect for fundamental human rights of employees

- To promote equal opportunities and equal treatment of its employees regardless of their color, race, nationality, social background, handicaps, sexual orientation, political or religious conviction, sex or age;
- To respect the personal dignity, privacy and personal rights of each individual;
- No one to employ against his will or force them to work;
- Not to tolerate an unacceptable treatment of workers, such as mental cruelty, sexual harassment or discrimination;
- Not to (including gestures, language and physical contact) which is sexual coercive, threatening, abusive tolerate behavior or exploitative;
- To provide fair remuneration and to ensure the statutory national minimum wage;
- Comply with the applicable laws specified in the maximum working hours;
- To the extent permitted by law to recognize the freedom of association and members of employee organizations or unions to neither favor nor discriminate.

Prohibition of child labor

- Any form of child labor is rejected, including among business partners, customers and suppliers. The minimum age for admission to employment at HAHN is observed in accordance with the respective local government regulations.

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Volksbank Mittelhessen
BIC: VBMHDE5F
IBAN: DE03 5139 0000 0094 8214 01
Sparkasse Laubach-Hungen
BIC: HELADEF1LAU
IBAN: DE47 5135 2227 0001 0158 09

Commerzbank AG
BIC: COBADEFF
IBAN: DE89 5134 0013 0205 7610 00

Amtsgericht Giessen HRA 103922
Geschäftsführer: Klaus Dieter Hahn, Marta Hahn



Zertifikat-Nr. 252212 QM15



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Health and safety of employees

- to take responsibility, health and safety of its employees;
- Control hazards and ensure the best possible preventive measures against accidents and occupational diseases;
- Provide training and ensure that employees are experts in health and safety;
- Offer health promotion measures so that all employees have the opportunity to deal sensitively with their own health.

Environmental Protection

- To minimize environmental pollution and improve environmental protection continuously.

Supply chain

- to promote best possible the Compliance with this Code of Conduct for its suppliers

Sincerely,

HAHN GmbH & Co. KG

Marta Hahn
Managing Director

This letter was created electronically and is therefore valid without signature!

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