



Code of Conduct for Suppliers

Motorenfabrik Hatz GmbH & Co. KG is committed to Corporate Governance and Corporate Social Responsibility. We expect the same behavior from all our Suppliers. We also expect them to observe the principles of social and ethical behavior and to integrate them into the corporate culture. For future cooperation, Motorenfabrik Hatz and the Supplier agree on the application of the following regulations:

1. Environmental Protection and Energy Efficiency

Environmental protection is an integral part of Motorenfabrik Hatz's sustainable corporate culture. For this reason, all Suppliers are expected to minimize hazards to the environment, to use natural resources responsibly, and to comply with the applicable national environmental laws and regulations. It is also expected that the Supplier works on the continuous improvement of its energy and environmentally relevant processes and products, ideally by providing evidence of suitable management systems for environmental protection and energy management.

2. Human rights, Occupational Health and Safety

The Supplier undertakes to observe human rights in accordance with the "Universal Declaration of Human Rights" of the United Nations and respects and supports the principles of the "United Nations Global Compact". These require companies to recognize, support and put into practice a catalog of basic values within their area of influence.

Motorenfabrik Hatz expects compliance with the respective applicable national employee rights and acknowledgement of the core labor standards of the International Labor Organization (ILO) as well as the rights established by the Organization for Economic Cooperation and Development (OECD). In addition, the Supplier shall respect employee rights with regard to freedom of association as well as nationally applicable standards and guidelines with regard to remuneration and working hours.

The Supplier shall comply with the applicable national rules on occupational safety and health protection. In this context, the Supplier shall take measures - for example in the form of training - to improve occupational safety, prevent occupational illnesses and minimize health and accident risks as far as possible.

3. Child Labor

Motorenfabrik Hatz does not employ any children and also requires its Suppliers to refrain from any kind of child labor. In any case, the Supplier must observe and comply with all applicable national regulations. In particular, the Convention concerning the Minimum Age for Admission to Employment (Convention 138 of the International Labor Organization) as well as the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (Convention 182 of the International Labor Organization) shall apply as a standard and shall be observed.

4. Forced Labor

Furthermore, the Supplier undertakes not to permit any form of forced or compulsory labor.

5. Antitrust and Competition Law

Motorenfabrik Hatz expects its Suppliers to comply with the applicable laws of national antitrust and competition law. In particular, they shall not enter into any anti-competitive agreements with competitors, sub-suppliers or customers and shall not misuse any market-dominating position that may exist. Unfair practices are to be refrained from.



6. Anti-Corruption

Motorenfabrik Hatz opposes any kind of corruption and does not tolerate any violations. Accordingly, Motorenfabrik Hatz also expects its Suppliers not to tolerate or engage in any form of corruption or bribery, including illegal offers of payment or similar inducements to influence decision-making. Any personal benefit in return for preferential treatment in business dealings may not be accepted, offered, demanded, promised, granted or approved if it is provided with the intention of improperly influencing a business relationship or where there is a risk of compromising the professional independence of the business partner.

7. Avoiding Conflicts of Interest

Motorenfabrik Hatz bases any business-related decisions on factual criteria and not on private interests or relationships. It expects the same from its Suppliers.

8. Confidentiality and Data Protection

The Supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of business and private information. The Supplier shall comply with data protection and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.

9. Compliance with the Code of Conduct

It is the objective of Motorenfabrik Hatz, in cooperation with its Suppliers, to ensure that this Code of Conduct is implemented sustainably throughout the entire supply chain. Motorenfabrik Hatz therefore expects its Suppliers to work towards ensuring that the principles and requirements of this Code of Conduct are also observed by sub-suppliers.

In case of suspicion of violations of the requirements of this Code of Conduct (e.g. negative media reports, tips from employees, etc.), Motorenfabrik Hatz reserves the right to demand more detailed information about the relevant facts and to conduct audits in order to eliminate this suspicion or, if necessary, to initiate further measures.

If the Supplier does not comply with regulations of this Code of Conduct, this will be considered by Motorenfabrik Hatz as a substantial negative impact on the contractual relationship and the basis of the contract. In these cases, Motorenfabrik Hatz therefore reserves the right to terminate the contract agreed with the Supplier without notice.

01. April 2023

Motorenfabrik Hatz GmbH & Co.KG