

## **1. Purpose and Scope**

This Code of Conduct describes the values, principles, and minimum legal requirements of Häni + Co. AG. It applies to all employees as well as – where applicable – to business partners, suppliers, and their subcontractors throughout the entire supply chain.

Häni + Co. AG expects compliance with this Code as the basis for responsible, sustainable, and legally compliant business activities. The Code is regularly reviewed and adjusted if necessary.

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## **2. Compliance with Laws and Regulations**

All employees, suppliers, and business partners commit to complying with all applicable national and international laws, regulations, and official requirements. This applies in particular to labor, social, environmental, competition, and data protection regulations.

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## **3. Responsible Business Practices**

### **3.1 Corruption and Bribery**

Any form of corruption, bribery, granting or accepting advantages is strictly prohibited. Neither public officials nor private individuals may be offered, promised, granted, or accepted inappropriate benefits to influence decisions or business transactions.

This obligation also applies to intermediaries, consultants, and other third parties.

### **3.2 Gifts and Invitations**

Any form of corruption, bribery, granting or accepting advantages is strictly prohibited. Neither public officials nor private individuals may be offered, promised, granted, or accepted inappropriate benefits to influence decisions or business transactions.

This obligation also applies to intermediaries, consultants, and other third parties.

### **3.3 Fair Competition and Conflicts of Interest**

Business decisions are made solely on an objective basis. Applicable antitrust and competition laws must be strictly observed.

Conflicts of interest must be avoided or disclosed as soon as private interests could conflict with business decisions.

### **3.4 Prevention of Money Laundering**

Häni + Co. AG does not participate in money laundering or terrorist financing. All relevant legal requirements for the prevention of money laundering must be complied with.

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## **4. Respect for Human and Labor Rights**

### **4.1 Equal Treatment and Respect**

Equal opportunity, diversity, and mutual respect are core values. Discrimination based on origin, gender, age, disability, sexual orientation, religion, beliefs, or other personal characteristics is not tolerated.

Harassment, bullying, sexual misconduct, or degrading behavior are strictly prohibited.

### **4.2 Fair Working Conditions**

At a minimum, the applicable legal regulations apply regarding:

- - Compensation (including minimum wages)
- - Working and rest periods
- - Freedom of association
- - Privacy and protection of personality rights

### **4.3 Health and Occupational Safety**

Health and safety in the workplace are top priorities. Risks must be actively identified and minimized. Häni + Co. AG strives for a systematic occupational safety management system, e.g., in accordance with ISO 45001 or equivalent.

### **4.4 No Child or Forced Labor**

Child labor and forced labor, as well as any form of modern slavery or human trafficking, are strictly rejected. At a minimum, the requirements of ILO conventions apply, particularly No. 138 (minimum age) and No. 29/105 (forced labor).

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## **5. Environmental and Climate Protection**

Protecting the environment is an integral part of corporate responsibility. Environmental impacts should be avoided or reduced, and resources used efficiently.

Häni + Co. AG adheres to applicable environmental laws and recognized standards (e.g., ISO 14001 or equivalent).

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## **6. Supply Chain and Sustainability**

Suppliers are required to implement the principles of this Code within their own supply chains. This includes in particular:

- Human and labor rights
- Environmental and climate protection
- Non-discrimination
- Transparency and cooperation

Häni + Co. AG reserves the right to request evidence or conduct audits.

## 7. Conflict Minerals

All legal requirements regarding conflict minerals are complied with. Suppliers commit to ensuring transparency regarding the origin of relevant raw materials up to the smelter upon request.

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## 8. Product Information and Transparency

Product, substance, and origin information must be accurate, complete, and traceable. This applies in particular to information on hazardous substances, chemicals, transport, and disposal.

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## 9. Data Protection and Information Security

Personal data must be protected in accordance with applicable data protection laws (in particular GDPR/Swiss FADP). Confidential information must be handled securely and protected against unauthorized access.

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## 10. Reporting Violations (Whistleblower Protection)

Violations of laws or this Code of Conduct may be reported confidentially. Reporting persons must not suffer any disadvantage or retaliation. Applicable whistleblower protection laws must be complied with.

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## 11. Monitoring and Consequences

Häni + Co. AG reserves the right to review compliance with this Code. In the event of serious or repeated violations, appropriate measures may be taken up to and including termination of the business relationship or employment-related consequences.

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## 12. Final Provisions

This Code of Conduct forms part of the business relationships of Häni + Co. AG. It enters into force upon publication and replaces previous versions.

Language Disclaimer:

This Code of Conduct was originally drafted in German. In case of discrepancies, the German version shall prevail.