



Systems by HECHT Technologie GmbH ensure many tasks in the internal supply of raw materials at the highest level throughout the world. For all process steps, HECHT offers various standard solutions that can be combined with one another in a variety of ways and thus provide an almost unlimited number of “special machines” for very individual product requirements.

The guiding principle “We care“ forms the basis of the HECHT sustainability strategy and of HECHT’s own code of conduct. As a family-run company, we are committed to socially responsible and ecological behaviour. We are aware of our responsibility towards our international customers in the pharmaceutical, chemical and food sectors and are explicitly committed to respecting human rights and protecting the environment.

It is against this background and based on our own behaviour guidelines that we have summarised our expectations of our business partners in the following code of conduct:

It serves as a binding basis for cooperation and is based on national laws and regulations such as the Supply Chain Due Diligence Act, the ILO’s international labour and social standards, the United Nations’ Universal Declaration of Human Rights, the United Nations’ Guiding Principles on Business and Human Rights as well as the 17 goals for sustainable development of the United Nations.

By signing this document, the business partner obliges to ensure the implementation of the principles and requirements listed below for their own employees and products and – wherever possible – pass on this commitment along their supply chain.

At the same time, we encourage to proactively submit suggestions for improvement and ideas for continuous social, ecological and economic improvement to jointly identify and investigate new opportunities and optimisation potentials.

We reserve the right to check the compliance with sustainability standards in the supply chain using appropriate means. This can be done by means of a (digital) questionnaire (supplier self-disclosure), information from third parties, presentation of certificates and/or on-site audits, whereby the latter may only take place upon prior notice and in the presence of representatives of the business partner.

If a business partner violates the requirements, or if their practices, guidelines and procedures do not comply with the following principles, HECHT reserves the right to take appropriate action. This can be a request to take improvement measures or even the termination of the business relationship.



Compliance with laws, regulations and standards

The business partner undertakes to supply goods and services that meet or exceed the agreed and/or legally required standards for the health and safety of end users, including those relating to health warnings and safety information.

It is essential for our business partners to strictly comply with all applicable laws, regulations and standards in the jurisdictions in which they operate. This refers not only to local legislation, but also to international standards that apply to the specific sector or area of activity. It is the business partner's responsibility to implement internal controls to ensure compliance with these provisions.

Occupational safety and employee health

HECHT requires that every business partner pays attention to fair working conditions for all employees. This includes compliance with the statutory regulations on working hours as well as appropriate pay, which must at least be based on the statutory minimum wages or applicable collective agreements.

In any case, the remuneration must correspond to a living wage, i.e. enable the employees and their families to afford a decent standard of living and contribute to continuous improvement of living conditions.

Regardless of the gender and origin of the employees, they must be guaranteed equal remuneration for the same work performance and qualification. Training, competence and responsibility as well as professional experience must be taken into account.

The applicable occupational safety laws must be observed. It must be ensured that the mental and physical health of the employees is protected, maintained in the long term and promoted as actively as possible.

We would like to see continuous development of occupational safety and health protection at our business partner's premises in order to prevent accidents. Appropriate training and safety instructions should be carried out regularly, and sufficient protective equipment should be provided.

Human rights and social equality

The employees' right to freedom of association must be respected, as well as the right to terminate employment at any time without fear of retaliation or other reprisals. No security forces may be used that affect the freedom of association.

We expect our business partners to ensure that employees and immigrant workers are deployed in each individual case with respect for human rights, their right to self-determination and freedom of movement. No one may be discriminated against, favoured or disadvantaged on the grounds of their skin colour, gender, age, handicap, sexual identity, religion, national origin or ethnic descent.

Child labour must not be used or supported in any phase of production. We expect that no materials are procured from supply chains that involve forced labour or child labour.

Young employees must be treated in accordance with the applicable legal provisions and supported in their careers.

Harassment, intimidation or bullying must be prevented and fought. The same applies to behaviour that violates the dignity of others, be it in physical, verbal, insulting, hostile or humiliating form.



Protection of the environment

We expect our business partner and their suppliers to treat raw materials and natural resources respectfully and carefully throughout the entire supply chain. When it comes to products and processes, attention must be paid to the efficient use of energy and materials. Current environmental regulations and standards must be strictly adhered to.

We assume that our business partners are in possession of all necessary environmental permits and licenses.

Climate protection and greenhouse gas emissions

It is important that our suppliers see climate protection as a core element of their business strategy and evaluate their activities with regard to impacts on climate change, optimize their operating procedures and integrate the following items as possible:

- Setting targets for reducing greenhouse gas emissions (direct and indirect ones as well as upstream and downstream emissions along their value chain)
- Efficient use of energy and use of renewable energies
- Creation of product carbon footprints

Harmful air and noise emissions

Noise, exhaust gases, particulate matter, odours or other emissions that cause a deterioration in the quality of air and in the quality of life, or even a long-term health risk to the surroundings and the environment must be avoided as far as possible or at least reduced to a minimum.

Here, too, we expect our suppliers to adhere to the applicable legal and official regulations and – where applicable – control the emissions and set targets for reduction.

Water management

Water consumption when carrying out business activities must be reduced using appropriate processes and/or a water management system.

The use of water for operational purposes must not have any negative impact on availability and quality. Areas with water scarcity and areas with biodiversity deserve particular protection.

It goes without saying that the protection of the environment must also be the focus when discharging service water.

Therefore, we expect our business partners to monitor the consumption, the quality and the discharge of water at their locations and to create an appropriate strategy for responsible water management.

Waste disposal and circular economy concepts

It is important to us that our suppliers maintain the values of goods, materials and resources in the best possible quality and time in order to minimize the use of new raw materials.

Wherever possible, waste should primarily be avoided; in addition, environmentally friendly handling, collection, storage and disposal of waste must be ensured. Legal regulations and requirements must be adhered to.

To minimize waste and maximize efficiency, we want our suppliers to promote recycling and integrate appropriate procedures and measures into their production and maintenance processes. This includes the use of renewable or recycled materials, as well as the introduction of circular economy strategies in the supply chain.



Hazardous substances

Chemicals and other substances that could pose a hazard if released into the environment must be identified. A suitable hazardous substance management system must be set up so that they can be safely handled, stored, transported and disposed of using appropriate procedures.

Particular attention must be paid to the rules and regulations of the Minamata Agreement of October 10, 2013 regarding the use and handling of mercury as well as the regulations of the Stockholm Convention (POP Convention) of May 23, 2001 regarding the use of persistent organic pollutants.

Raw material supply chain and conflict materials

We expect our business partners to practice responsible procurement of resources. In particular, the use of raw materials originating from conflict or risk areas and contributing to violation of human rights, corruption, financing of armed groups or similar negative effects must be prevented.

If the metals gold, tin, tungsten or tantalum ("conflict minerals") are used in the products and materials delivered to us, we require that our business partners comply with the legally applicable regulations on conflict materials and take into account the relevant OECD (Organization for Economic Cooperation and Development) guidelines for fulfilling the duty of care in their processes. Only smelters and refiners that have established appropriate, audited due diligence processes and, for example, demonstrably comply with the CFSP (Conflict-Free Smelter Program) of the RMI (Responsible Minerals Initiative) should be considered as suppliers of these materials.

Ethics and social impact

We expect a high level of business ethics and open, fair behaviour from our business partners. For this purpose, appropriate procedures must be implemented to monitor and ensure respect of and compliance with the applicable laws. In the event of violations, appropriate measures must be taken to fully clarify the situation and impose any necessary sanctions.

Corruption, extortion and money laundering

Our suppliers must prevent, detect and combat corruption, extortion and money laundering within their organization. This includes training and raising awareness of their employees about the risks and the corresponding precautions.

We expect a zero-tolerance policy in this matter. Impermissible payments, gifts, sponsorships, donations, entertainment or other impermissible services must not be offered, requested or accepted in order to obtain or provide a personal or business advantage.

We also require that our business partners only cooperate with partners along their value chain who have a good reputation and carry out legitimate business with legitimate financing.

Fair competition and avoiding conflicts of interest

All antitrust and competition laws must be complied with. Price agreements, allocation of customers or territories as well as bid rigging and other anti-competitive practices are not allowed. We expect transparent and fair business relationships from all partners.

Conflicts of interest that could affect the objectivity and impartiality of decisions must be avoided and disclosed. Appropriate procedures and guidelines must be introduced.



Intellectual property / plagiarism

We expect our business partners to respect intellectual property rights and ensure compliance with copyright and patent rights as well as utility model protection. The creation and distribution of plagiarism is not permitted. Technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Export controls and sanctions

We require that our business partners comply with all applicable export controls and economic sanctions issued by national and international authorities. Appropriate procedures and controls must be in place to this end.

Data protection

Technical and organizational measures must be implemented to maintain the confidentiality of personal data. We require a high level of data protection and compliance with data protection rules to be ensured. In particular, the comprehensive rights of those whose data is collected, processed and used must be respected and protected.

Confirmation

The supplier declares with his signature that he has read and understood the HECHT Code of Conduct for Suppliers and is committed to complying with it. He confirms that he will:

- respect the principles and standards of business ethics, compliance with laws as well as environmental and social responsibility set out in this document
- take appropriate measures to implement this code within their company and among their own suppliers and subcontractors and
- immediately report any non-compliance or relevant incident that could affect compliance with the Code.

Company: _____

Adress: _____

Signature: _____

Name: _____

Function: _____

