

Code of Conduct

Husarich GmbH



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Husarich GmbH strives to conduct business in a responsible way, based on respect for human and labour rights, for the protection of health, safety and the environment as well as on the prevention of corruption. Companies involved in the trade or smuggling of illegal drugs, weapons or other illegal goods are not acceptable partners for Husarich GmbH.

This Husarich Code of Conduct (CoC) strengthens the continued implementation of our commitment to international standards such as the Universal Declaration on Human Rights, Convention on the Rights of the Child, the Core Conventions of the International Labour Organisation (ILO), the OECD Guidelines for Multinational Enterprises and the 10 principles of the UN Global Compact. This CoC stipulates the minimum requirements that suppliers shall respect and meet within their own operations and within their supply chain. We are aware, that reaching the standards established in this CoC, is a dynamic process and encourage suppliers to continuously improve their operations and have a dialogue with us about the challenges they face.

1 Compliance with legal requirements

In addition to adherence to this CoC, Husarich GmbH expects all suppliers to comply with all applicable national laws and regulations, industry minimum standards and any other relevant legal requirements of the countries in which they operate. In case there is a conflict between this Code and national legislation, the highest standard shall apply.

2 Modern slavery and forced labour

Husarich GmbH and their suppliers have committed themselves not to use any form of forced, bonded or slave labour.

All documents relating to employment relationships shall be available to employees in a language they understand or explained verbally in a language they understand, if required. Companies must ensure that employees are not required to make deposits or payments to employers or labour providers to obtain work.

Employees are not required to surrender their identification documents such as passports or identity cards. If retention of identification documents is legally required, employer must ensure that employees can access and retrieve their identification papers any time.

Employees have the right to leave the premises of the company after completing a standard workday and are free to terminate their employment provided that they give reasonable legal notice to the supplier.

Neither the company nor any entity supplying labour to the company shall withhold any part of any employee's salary, benefits, property or documents in order to force such employee to continue working for the company.

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3 Freedom of association and the right to collective bargaining

All employees have the right to form, join and organize trade unions of their choice and to bargain collectively on their behalf with the company. The interests of the employees are respected without the fear of threats or harassment. In situations where the right to freedom of association and collective bargaining is restricted by applicable laws and regulations, Husarich GmbH expects suppliers to allow alternate forms of freely elected and effective worker representations.

The company ensures that representatives of workers and any employees engaged in organizing workers are not subjected to discrimination, harassment, intimidation, or retaliation for reason of their being member of a union or participating in trade union activities, and that such representatives have access to their members in the workplace.

4 Fair and equal treatment

All employees are treated with respect and dignity, based on their individual ability and qualifications. Any form of discrimination in hiring and employment practices, on the ground of race, gender, age, religion, caste, national origin, disability, political affiliation, sexual orientation, pregnancy, family responsibilities, marital status or union membership, is not tolerated. Medical tests that are not relevant for performing the particular job will not be conducted.

Employees are not subject to any physical, sexual, psychological or verbal harassment or inhuman treatment nor is there a threat of any such treatment. Disciplinary procedures are fair, clear and communicated to all employees.

5 Compensation

All employees are timely paid at least the national legal minimum wages. Details about wages and benefits shall be clear and provided in language understood by employees before starting the employment. All employees are provided legally mandated benefits, including holidays, leaves and statutory severance when employment ends. Deductions from wages and benefits as a disciplinary measure are not permitted.

6 Working hours

Working hours comply with the national laws and/or collective bargaining agreements. It is recommended that regular working hours do not exceed 48 hours per week and maximum overtime is 12 hours per week. Overtime is voluntary, and always compensated at a premium rate as defined by national law. In countries where working hours are not limited by national law, for the sector in question, adequate rest periods are regulated between the supplier and the employees. A transparent and reliable system for records of working hours and wages for all employees has to be in place.

Workers shall be granted annual leave and sick leave to which they are entitled according to national legislation, without any form of negative sanctions. In case of

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pregnancy, female workers will be given maternity leave in accordance with the national legislation.

An employee is entitled to at least one free day following six consecutive working days.

7 Occupational health and safety

Husarich GmbH and their suppliers have committed themselves to provide its employees with a working environment that is safe, hygienic and conducive to good health. Companies regularly identify, evaluate and eliminate health and safety risks whenever possible.

Companies establish and follow clear instructions on occupational health and safety and take effective steps to prevent potential accidents and injury. Appropriate and effective personal protective equipment must be provided as needed, as well as securely equipped workstations. As a minimum, potable drinking water and adequate lighting, temperature, noise prevention, ventilation and sanitation is provided. The company provides regular and recorded health and safety training to all employees, and such training is repeated for all new or reassigned employees.

If the company provides accommodation, it shall be clean and safe and meet the basic needs of the employees. Accommodation shall be clearly segregated from the production area and employees shall be able to enter and leave the accommodation freely at any hour.

Workplace practice and conditions in dormitories that violate basic human rights are forbidden. In particular, young workers shall not be exposed to hazardous, unsafe or unhealthy situations.

All employees have the right to remove themselves from imminent serious danger without seeking permission from the company.

8 Prohibition of child labour

Child labour is prohibited.

According to ILO the term “child labour” is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. No child younger than 15 years is allowed to work, subject to exceptions allowed by national or international law. The company have reliable age verification checks as part of the recruitment process and keep records, to ensure that no underage persons work in the company's operation. In addition, the company develops a child labour prevention and remediation plan that enables children to attend and complete compulsory education.

The company may employ young workers (<18 years), but where such young workers are subject to compulsory education laws, they may work only outside of school hours. Under no circumstances is any young worker's school, work, and transportation time exceeding a combined total of 10 hours per day, and in no case, shall young workers work more than 8 hours a day.

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Young workers under the age of 18 are not employed to work at night or under conditions that are hazardous or unsafe to their physical and mental health and development.

9 Environmental protection

Husarich GmbH and their suppliers have committed themselves to put procedures in place to secure compliance with the requirements of applicable environmental legislation and regulations. The company has knowledge of the environmental impacts of its operations and supply chain and is continuously striving to reduce impacts and improve environmental performance in a systematic way.

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment meet or exceed minimum legal requirements. Improvements cover reduction of energy and water use and waste as well as the reduction and/ or substitution of hazardous materials.

We also recommend our suppliers to measure their CO₂ emissions, set themselves climate protection targets and reduce their CO₂ emissions wherever possible.

It is not desired that products sold to Husarich GmbH have contributed to the conversion of intact ecosystems after 31.01. 2014 through their cultivation and wild collection. For all other delivered goods, such as wood-based materials, pallets or packaging, the assurance of deforestation-free cultivation applies from 31.12.2020.

10 Prohibition of bribery, corruption and illegal activities

Husarich GmbH and their suppliers work to prevent all forms of corruption, including extortion and bribery. The company never offers or promises any improper advantage to obtain or retain a business or other advantage from a third party. The company does not pay or accept bribes, arrange or accept kickbacks.

The company complies with all applicable national laws and regulations. The company is not involved in the trade or smuggling of illegal drugs, weapons or other illegal goods

11 Information security and data protection

Husarich GmbH expects all suppliers to comply with applicable data protection laws during collection, storage, processing, transmission and disclosure of data. The company is obliged to protect all data concerning confidential information of our employees or intellectual property of Husarich GmbH. The company is prohibited from disclosing personal or confidential information to third parties without written consent. In addition, our suppliers must treat our customers' data, which they receive

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during the business relationship, confidentially. This also applies to the period after termination of the business relationship.

12 Dealing with Complaints

Husarich GmbH and their supplier provide employees with an opportunity to report concerns and complaints as well as information about possible unlawful activities. If necessary, the company responds with corrective measures. Employees should not have to fear negative consequences, if they make a complaint or raise a concern.

13 Fair business

Husarich GmbH and its suppliers adhere to the standards of fair business, fair advertising and fair competition and comply with applicable antitrust laws.

14 Implementation and violation of this Code of Conduct

Husarich GmbH and its suppliers periodically and systematically reviews how the operations match the requirements of this Code of Conduct. The company has a system in place to implement and communicate the principles within its supply chain. The company can provide evidence of implementation and monitoring of the content of this Code of Conduct.

Husarich GmbH and its suppliers also develop mechanisms to identify, assess and manage risks of non-compliance with this Code of Conduct. Ideally, both within the company and in the supply chain. If deficiencies or risks are identified, appropriate measures must be taken to eliminate them. Suppliers and business partners should be able to provide information in the event of incidents or queries from us.

If violations of this Code of Conduct occur in your company, we offer support in the development of improvement measures. However, in the event of repeated or serious breaches of this contract, we reserve the right to terminate the business relationship in whole or in parts.

Husarich GmbH also checks compliance with this Code of Conduct of its business partners as part of announced visits or audits. The business partner will support Husarich GmbH in this.

15 List of references to international conventions and declarations

- Universal Declaration on Human Rights www.un.org
- International Labour Organisation (ILO) www.ilo.org
- The OECD Guidelines for Multinational Enterprises www.oecd.org
- The 10 principles of the UN Global Compact www.unglobalcompact.org

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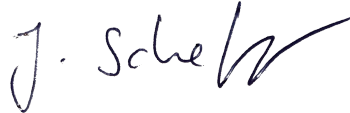
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- Elimination of all forms of forced and compulsory labour - ILO conventions 29 and 105
- Freedom of association and the effective recognition of the right to collective bargaining - ILO conventions 87 and 98
- Effective abolition of child labour - UN Convention on the Rights of the Child / ILO conventions 138 and 182
- Elimination of discrimination in respect of employment and occupation - ILO conventions 100 and 111
- EU- General Data Protection Regulation / OECD Guidelines on the Protection of Privacy and Transborder Flows of Personal Data www.oecd.org
- Regulation (EU) No 995/2010

Husarich GmbH and their suppliers have committed themselves to define and implement the principles described in this CoC in their own business or have at least adopted equivalent standards and conduct their business in accordance with this standard. The company makes these principles available in the primary local language to all its employees.

We, the Husarich GmbH, commit to the concept of the social contract and the adherence of the human rights as stated above. We fully support the implementation and upholding of human rights in all our business dealings and in cooperation with our suppliers in the countries of origin.

 
General Manager

August 2025 /V4