

Code Of Conduct

Background

HI-ND's goal is to create value for its stakeholders and to do this in a socially, economically, and environmentally responsible way. To achieve this, strong financial results, consideration for the environment and climate, and social commitment are required. As a minimum, HI-ND complies with applicable laws and regulations. Employees who violate the Code of Conduct, laws and regulations may be subject to disciplinary action.

Responsible business operations

HI-ND's employees always act responsibly and ethically in business relationships.

We have zero tolerance for bribery and corruption and never violate applicable legislation regarding giving and receiving bribes.

HI-ND's employees act and make decisions without regard to personal gain for themselves or relatives. We also do not exploit relationships with business partners for personal gain. We choose business partners who follow the same ethical business guidelines as we do.

We comply with rules for export control and trade sanctions, and we do not participate in activities that may involve money laundering.

We comply with applicable rules and regulations regarding product safety. This means, among other things, that our products are CE-marked where required and that we avoid substances on "REACH's candidate list of particularly hazardous substances" as far as possible. If this cannot be avoided, this is declared to our customers.

Human rights and working conditions

HI-ND does not tolerate any form of discrimination. We also do not tolerate bullying, harassment, sexual harassment, or other inappropriate behavior in the workplace.

HI-ND does not tolerate child labor or forced labor in our own or in our business partners' operations.

HI-ND undertakes to offer its employees market-based salaries and benefits.

HI-ND recognizes the employees' right to decide whether they want to be represented by recognized trade unions and their trade unions' right to negotiate collective agreements.

Work environment and safety

We provide a safe and healthy environment for our employees, visitors and subcontractors. We work systematically to prevent accidents and injuries through recurring risk analyses and safety inspections. A representative from management and a representative from the employees are appointed.

To promote long-term good health among our employees, the company offers wellness grants to employees within the company. The company also has its own gym that employees can use freely.

We also have regular meetings with the staff where goals, finances, problems, improvements etc. are discussed.

Environmental protection

HI-ND shall conduct its operations in a resource-efficient and effective manner regarding the use of raw materials, energy and other natural resources.

The company shall strive to reduce its environmental and climate impact, among other things by:

- Actively striving to reduce greenhouse gas emissions from the business and the value chain.
- Choosing services and products with low environmental impact.
- Reducing our waste and ensuring that it is recycled or disposed of in an environmentally friendly way.

The company shall also increase awareness of environmental and climate issues among employees and customers to encourage improvements.

