

Supply Chain Policy of the HassiaGroup

Overview

HassiaGroup's supply chain policy is designed to ensure that all supply chain actions are respectful of social and environmental sustainability aspects. Our policy sets out our principles and highlights our priorities. Our ethical principles are the principal cornerstone of our policy. We expect also from our suppliers and their subcontractors (hereinafter referred to as "suppliers") to act accordingly. That's why we've developed a Code of Conduct, Hassia's own Code of Conduct. This is the principal standard of all our business relationships.

We consider the following criteria:

1. Environmental

In terms of supply chain policy, environmental aspects play a major role for the HassiaGroup. These relate not only to the origin of the RHBs but also to their production process as well as to a certified environmental management of our most important suppliers. All other things being equal, local or regional suppliers will be given priority.

2. Social

We commit ourselves to adhere to the core labor standards of the ILO. We also demand this commitment from all our suppliers and sub-contractors within the supply chain and also in their respective production stages. In addition to the ILO core labor standards, compliance with the legal requirements in the countries of origin of the RHBs is of the utmost importance.

3. Sustainable Actions

We acknowledge the basic principles of the Global Compact as essential principles of our business activities. Recognizing these principles is a prerequisite for us to work with our suppliers. As a regional family business, we strive to promote and strengthen local and regional suppliers. For this reason, we avoid ordering from online retailers, such as Amazon or Ebay.

4. Customer Satisfaction

The requirements and the satisfaction of our customers is one of our main goals. From a purchasing point of view, it is therefore essential that we can guarantee a transparent supply chain of all raw and supplemental materials and consumables, right from our suppliers through to the delivery of the finished product to our customers. For the implementation of tasks and goals, we work in-house across divisions and partnerships in order to achieve the optimum in quality, delivery reliability and sustainability aspects.

5. Supplier Selection

The HassiaGroup has been working with a long-standing supplier base. When taking on a new supplier, in addition to the general company philosophy, we first of all examine their environmental and social conditions in detail. For this purpose, we use a supplier self-reporting questionnaire that lists our key criteria regarding the sustainability aspects and strategy of the potential supplier. If new potential suppliers do not comply to our business standards and principles or if they are involved in any unfair business practices then they will not be chosen. We retain the right to conduct audits at regular intervals to check the necessary commitments and actions of our suppliers.

21.02.19, Bad Vilbel

Date, Location

A handwritten signature in blue ink, appearing to read 'Michael Schmidt'.

Michael Schmidt
Executive Technical and
In-House Logistics Manager

A handwritten signature in blue ink, appearing to read 'Peter Ochs'.

Peter Ochs
Central Purchasing Manager