



Corporate Social Responsibility (CSR) Policy

HA Group Corporate Social Responsibility (CSR) Policy

HA Group is committed to conducting its business in accordance with the concepts of corporate social responsibility. We operate ethically, considering human rights as well as the social, economic, and environmental impacts of our products, services, and business activities. We will meet or exceed applicable local, national and international laws and regulations wherever we do business. We have issued a Code of Conduct applicable to all our operations that communicates these and other requirements to all our business operations worldwide.

HA Group includes Hüttenes-Albertus Chemische Werke GmbH and all companies it directly or indirectly controls. HA Group develops, produces, sells, distributes and supports a wide variety of consumable products used by the global metal casting industry. Our vision is to be the most innovative company by delivering superior customer value and being the preferred partner for foundries worldwide. Following this vision, our products enable our customers to meet critical societal needs, from housing and infrastructure, to transportation, natural resource utilization, recycling, and defence. The global footprint of our organization allows us to serve all major markets for our products.

Economic success and good corporate citizenship are inseparable objectives of our corporation. As such, responsible and ethical behaviour toward employees, business partners, society and the environment are integral to our company's values.

Code of Conduct



We have issued a Code of Conduct that serves as a common guideline for our decisions and our actions. It outlines binding minimum standards for responsible behaviour towards business partners and the public, as well as for our behaviour within the company. The Code of Conduct is binding for HA-Group companies. Our global Code of Conduct sets a high standard for conduct and decisions in areas that include legal compliance, workplace health, safety and environment, human rights, harassment and discrimination, conflicts of interest and gifts and entertainment. Every employee is provided the Code of Conduct during onboarding and encouraged to report all suspected violations using our 24-hour whistleblower hotline service or by contacting management or applicable subject matter expert.

Labour and Human Rights

Ensuring fair working conditions and compliance with internationally recognized standards for labour and human rights are integral parts of our corporate culture. HA-Group employees are our workplace family, and we are committed to treating them honestly, fairly and with respect. We are an equal opportunity organization which respects the dignity, diversity and individual rights of employees.



Our Code of Conduct addresses the freedom to speak without fear of retaliation, mutual trust & respect, diversity, human rights, global labour standards, and fair working conditions. We have established Global Personal Safety Standards to ensure minimum expectations for safe working conditions are upheld everywhere we do business and will not compromise the health and safety of any individual. We are committed to global human rights and labour policies, including the absolute prohibition on human trafficking, child, forced or involuntary labour in any of our global affiliates, operations and facilities. We do not tolerate the exploitation of workers and are committed to providing a workplace that is free of intimidation, harassment, bullying, and any type of workplace violence.

Interaction with Business Partners



We act with integrity in our dealing with others, and also expect our business partners to obey the law. Our relationships with our customers, suppliers and other business partners are essential to our long-term business success. HA-Group is committed to providing our customers with safe, high-quality products and services to meet our customers' specific performance requirements. Our Global Product Stewardship Standards establish minimum requirements associated with the development and distribution of information related to safe use and handling information for our products. Our Code of Conduct sets standards for conflicts of interest, fraud, interaction with business partners, and anti-corruption and anti-bribery laws. Customers can rely on the accuracy and objectivity of the data we report, and we protect confidential information from unauthorized disclosure and use consistent with applicable laws. Our invoicing is fair and honest.

Suppliers are expected to conduct their operations in accordance with applicable legal requirements, and we expect our supplier community to commit to corporate social responsibility. Our Supplier Code of Conduct sets forth minimum standards for all our suppliers and contractors. We ask our suppliers to acknowledge receipt and confirm their commitment to the Supplier Code of Conduct's principles and standards. Suppliers are paid fairly and on time.

Environment, Health & Safety



HA Group is committed to environmental protection, health and safety – in particular process safety excellence – throughout our operations, both to fulfil our social and legal responsibilities and as a means to build the value of our business. Excellence means integrating environmental, health and safety planning and execution into all business activities, complying with the law, conserving natural resources, responsibly managing environmental protection and all health and safety risks and working collaboratively with others in addressing issues and opportunities.

We are committed to full compliance with regulations that affect product distribution activities, including transport regulations, export controls, and chemical product registration programs. Our Environmental Protection and Process Safety Standards establish minimum expectations for all our operations globally, and meet or exceed applicable regulatory requirements everywhere we do business. Like other elements of our business, we report environmental data with integrity, and those that use our data can be assured of its accuracy, relevance, and completeness.

We conduct similar operations at different locations around the world. Our approach toward reducing the environmental impact of our operations leans heavily on sharing best practices. Our global production meeting process, and our sHAre network, provide effective knowledge transfer platforms.

HA Group is just beginning our journey into measuring, reporting, and reducing greenhouse gas emissions and other environmental impacts on a global basis, but we intend to make this a key element of our commitment to reduce the environmental impacts associated with our products and services over time. Similarly, we are working to establish a program of global monitoring, reporting, and ultimately reducing consumption of energy and other resources, such as water, wastewater, and landfill resources.

Social Engagement

Our global operations generally consist of similar regional businesses that have been acquired by HA-Group over time. Each entity retains its focus on local business conditions, including identification of the most meaningful ways they can and should engage and support the local community. HA-Group expects its business operations to be responsible members in every community in which we operate, and to make appropriate contributions towards social responsibility locally. We integrate social engagement considerations into our decision-making and business practices, and develop mutually beneficial relationships with the communities in which we operate.

Adopted 1 October 2020



Franz Friedrich Butz
President



Christoph Koch
President

Code of Conduct



Labour & HR



Interaction



Environment



Health & Safety



Social Engagement



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