



## **Supplier Code of Conduct of the Hawesko Group Last revised: 01 November 2023**

Hanseatisches Wein & Sekt Kontor Hawesko GmbH and  
Tesdaorf GmbH and  
The Wine Company Hawesko GmbH  
are companies of the Hawesko Group.

The success of the companies of the Hawesko Group is based not least on compliance with consistently high standards, corporate values and principles of conduct to which all management staff and employees have committed themselves. We are fully aware of our responsibility to our employees, business partners and shareholders, but also to the environment and other stakeholders.

We therefore expect that our suppliers likewise comply with globally recognized principles of lawful and responsible conduct. This is why we developed this Supplier Code of Conduct. It is based primarily on the principles of the “Global Compact” of the United Nations, the Universal Declaration of Human Rights of the United Nations, the Conventions of the International Labour Organization (ILO) and our own code of conduct. The suppliers shall warrant that they will comply with the principles set out in this Code of Conduct.

### **Compliance with laws**

The supplier shall comply with all applicable national laws and regulations as well as any applicable European Union legislation that regulate its operations.

### **Discrimination**

The supplier shall refrain from any and all discrimination in hiring and employing its staff members. Unjustified discrimination based on gender, disability, ethnic background, nationality, religion, world view, age, sexual orientation or other legally protected attributes (under European Union or national law) is forbidden. The personal rights as well as the private sphere of the employees shall be respected. Bullying will not be tolerated.

## **Forced labour**

The supplier shall not tolerate any form of forced or compulsory labour. It shall employ only employees who have voluntarily made themselves available for employment.

## **Conduct towards employees**

The supplier shall ensure that any forms of psychological, physical, sexual or verbal abuse, intimidation, threats or harassment are not tolerated in its company and are appropriately prevented.

## **Private sphere of employees**

The supplier shall respect the private sphere of its employees in accordance with the applicable national regulations when it collects personal data or monitors its employees.

## **Child labour**

The supplier shall not tolerate any child labour in accordance with the Conventions of the International Labour Organization (ILO). Among other things, these state that children below the age of 15 may not work. If national laws or regulations permit children between the ages of 13 and 15 to perform light work, the supplier is obligated to ensure that these children are not thereby prevented from complying with compulsory education and that the employment does not harm their health or development, either physically or psychologically. No persons under the age of 18 may be employed for work classified as hazardous under the ILO Conventions.

## **Working hours**

The supplier shall comply with the maximum working hours specified in the national laws. Any additional work may be performed only on a voluntary basis.

## **Remuneration**

The supplier shall ensure that its employees receive any statutory minimum wage that may exist or remuneration that is appropriate for the region.

## **Health and Safety**

The Supplier shall comply with the applicable legal requirements for health and safety at work in order to maintain the health of its employees, to minimize risks and to implement the best possible precautionary measures against accidents and occupational illnesses.

## **Handling alcohol and drugs**

In general, children, adolescents as well as persons with a tendency to alcohol dependence are to be excluded from any alcohol consumption. Likewise, persons who are pregnant or nursing, who have certain diseases or who must take certain medications may not consume alcohol. This also applies without restriction to the workplace and driving. Abstinence for religious, health or personal reasons must be respected.

## **Corruption**

The supplier shall not tolerate any form of corrupt behaviour and shall avoid even the mere appearance of such. It shall not tolerate its employees, agents, consultants or intermediaries giving, offering or accepting bribes, kickbacks, illicit donations or other illicit payments to or from customers, public officials or other third parties. The supplier and/or its employees shall not offer our employees or third parties, either directly or indirectly, inappropriate advantages in the form of gifts, hospitality or invitations to exert undue influence. Neither shall the supplier and/or its employees request any such inappropriate advantages or accept them. Insofar as gifts or invitations are customary and courteous in nations, it must be ensured that this does not force the recipient into a position of obligatory dependence and that the applicable national legal standards are observed.

## **Environmental protection**

The supplier undertakes to comply with generally recognized as well as all local statutory regulations, local standards, provisions or guidelines regarding environmental protection and sustainability. The supplier is required to work continuously on the prevention and reduction of environmental pollution. Compliance with applicable procedures and standards for waste management, for the handling and disposal of chemicals and other hazardous substances, and for emissions and wastewater treatment is mandatory. The supplier shall commit to the responsible use of natural raw materials and resources and to the economical use of energy. It will facilitate environmentally and socially responsible production.

## **Product safety**

The supplier shall comply with all applicable product safety regulations and requirements, in particular the statutory provisions governing the safety, manufacture, storage, labelling, packaging and transport of products as well as the use of hazardous substances and materials.

## **Supply chain**

The supplier undertakes to appropriately promote compliance with the provisions of our Supplier Code of Conduct among its suppliers.

## **Other applicable guidelines**

Hanseatisches Wein & Sekt Kontor Hawesko GmbH and  
Tesdorpf GmbH and

The Wine Company Hawesko GmbH

reserve the right to issue additional documents or guidelines applicable to this company that supplement the scope of this Code.

### Disclaimer

If masculine pronouns are used in these pages, this is solely for the purpose of better readability and does not constitute discrimination. Accordingly, the feminine form of speech is understood to be included as well.