

RULES OF PROCEDURE

IN ACCORDANCE WITH THE ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS (LIEFERKETTENSORGFALTPFLICHTENGESETZ)

Häcker is committed to protecting human rights and environmental standards along the supply chain in accordance with the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz).

In addition to the measures and projects that Häcker supports for this purpose, a reporting procedure has been established, through which both employees and third parties can submit information and complaints.

1. Area of application

Reports can be submitted on topics that touch upon the following areas:

- Occupational safety and health
- Data protection
- Antitrust law
- Equal Treatment Act
- Human rights
- Environmental protection standards
- Tax offences

You can read about the topics in detail here:



www.haecker-kuechen.com/en/compliance

2. Häcker's channels for submitting reports

Reports relating to the above topics can be submitted via the following channels:



hklnk.de/m9kvq

Online contact form on the homepage



Internal dialogue boxes of the works council



External reporting office

Human Rights Officer



+ 49 5746 / 940-0



Human Rights Officer
Werkstraße 3
32289 Rödinghausen



compliance@haecker-kuechen.de

Works Council



Works Council
Werkstraße 3
32289 Rödinghausen

Ombudsmann

Counsel of Trust



+49 89 244 40 93-22



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80333 München



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3. Protection against discrimination

The whistleblower shall be protected by keeping their identity confidential. The relevant entities (Human Rights Officer and Counsel of Trust) are obligated to maintain confidentiality. If the whistleblower provides contact details, these will be stored and used in accordance with the Data Protection Regulation.

4. Reporting procedure

The reporting procedure relies on continuous communication between the reporting person and the Human Rights Officer, provided that the contact person does not remain anonymous. The following describes the process that is followed upon receipt of a report.



1. Receipt of the report

The report is forwarded to the Human Rights Officer.

The reporting person receives a confirmation of receipt within one week.



2. Examination of the report

The report is reviewed by the Human Rights Officer. The further procedure and responsibilities are determined. If the report is not pursued further, the whistleblower receives an explanation.



3. Clarification of the facts

The facts are discussed with the reporting person, if contact details are provided. At this point, discussions about a dispute resolution process may take place. This involves attempting to find a mutually agreeable solution with the assistance of a neutral third party. If successful, the reporting process may be concluded at this stage.



4. Finding a solution

A proposal for further action is developed in consultation with the reporting person.



5. Remedial measures

The agreed-upon measures are initiated, implemented, and documented.



6. Review and conclusion

After implementation, the results are discussed with the reporting person, and it is documented whether the situation has improved.