

CORPORATE SOCIAL RESPONSIBILITY POLICY

HAMMERER ALUMINIUM INDUSTRIES

is fully aware of the particular importance of the corporate social responsibility and promulgates the respect for freedom, democracy and human rights as an essential principle of business activities. It creates the framework for our operations and is prerequisite for our success.

We follow the Universal Declaration of Human Rights of the United Nations, which requires each individual, every organ of society and, by extension, economic agents and businesses, to contribute towards the observation of these rights. In addition, HAI respects the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the UN International Labour Organization (ILO) as well as the OECD Guidelines for Multinational Enterprises. Our most important task is to provide people with goods while maintaining our competitive capacity. We are committed to the principle of sustainability. We achieve sustainability when we establish an acceptable balance between the economic requirements of our corporation and the valid expectations of all those who share in our success (the stakeholders). We conduct an open and constructive dialog with all relevant stakeholders.

HAI is committed to continually develop, maintain and improve the Social Management System. In this respect, the **top management** of the company **undertakes** to:

- respect the human rights and actively promotes their observance within the scope of our possibilities.
- does not tolerate child labour, neither in its own company nor at its suppliers.
- refuses to accept any form of forced labour.
- respect the laws and culture of every country in which we operate.
- offer to all employees equal opportunity, regardless of age, gender, race, religion, nationality or sexual orientation.
- reject any form of discrimination or harassment based on characteristics protected by applicable law.
- respect all employees' freedom of association and right to collective bargaining in the framework of the applicable national laws and regulations.
- honour the right to reasonable remuneration equals or exceeds the minimum levels stipulated by applicable laws and regulations.
- comply with the legal regulations regarding working time.
- take suitable precautions to protect the people within the company from accidents and work-related illnesses.
- make a substantial contribution to the sustainable use of resources, environmental protection, and climate protection in particular.
- tolerate no form of corrupt behaviour and take suitable precautions to prevent it.
- cooperate with suppliers in close and trustworthy relationships and convey the principles laid out here and call upon to respect these principles in turn.

The stated policy is communicated to all the personnel working within the organization or on behalf of the organization and is available to the public.

MANAGING DIRECTORS

Rob van Gils / Markus Schober

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EXPECT MORE!

