HLG

HAM-LOG-GRUPPE

Code of Conduct (CoC)

Maßgeschneiderte Personallogistik-Lösungen



Preface

By demonstrating our commitment every day,
we continuously contribute to the growth of our company.
We achieve this not least through unconditional adherence to our corporate culture.

We are committed to ethical conduct in all our business activities and to the fair and respectful treatment of our employees.
Our business activities comply with all laws and regulations of all countries in which we operate.

As we expand our operations and move toward a culture of innovation in our industry, it is critical to understand and ensure full implementation of this corporate philosophy and all other HAM-LOG-GRUPPE policies.

The HAM-LOG-GRUPPE expects compliance with these guidelines without exception.



Goals of HAM-LOG-GRUPPE



RESPECT

We value the importance of each individual. As a respected personnel service provider, we regard our employees as highly valued partners and act as a reliable interface between their individual needs and corporate requirements. Open lines of communication form the solid foundation of our collaboration.



INTEGRITY

Discover our comprehensive Code of Conduct now. It is an embodiment of our shared values and standards. As a binding guideline, it provides orientation for our daily actions and reaffirms our commitment to ethical and responsible conduct. By consistently implementing these goals, we strive to create sustainable added value for our employees, customers and the community.



GROWTH

Our primary goal is to continuously ensure the qualification, motivation and satisfaction of our employees. They form the backbone of our corporate success. We therefore invest specifically in their personal development and promote their individual quality of work. Our team consists of experienced professionals with extensive expertise in logistics and personnel services.

Goals of HAM-LOG-GRUPPE



Corporate Culture

We regard compliance with ethical standards as our duty.
Our corporate actions are based on honesty and are in accordance with the applicable laws. Compliance with the law is expected of all employees and business partners alike and ensures the basis for the actions of the **HAM-LOG-GRUPPE**.

The conduct of each individual person (behavior, appearance and actions) shapes the reputation of the HAM-LOG-GRUPPE.



Quality

We set the standard through efficient quality management.
We focus on the qualification, motivation and satisfaction of our employees. They are the most valuable cornerstone of the company. That is why we continuously invest in our people. By increasing the quality of work of every single individual working for us, we ensure the continued success of the company.

Our team includes experienced professionals with the highest level of expertise, logistics and personnel services know-how.



Respect

We fully respect the human rights and dignity of each individual. This concerns not only privacy and rights of personality. Maintaining a positive and diverse work environment, as well as fostering open dialogue and valuing personal and cultural diversity, are top priorities at **HAM-LOG-GRUPPE.**

In the corporate community, neither gender, cultural, social or religious background, sexual orientation or identity, nor origin or a handicap are of any relevance.

Our primary goal is the seamless integration of all our employees. We forge connections between people that lead collectively to shared success.



Commitment

We not only feel obliged to meet the expectations of our customers and our employees at all times. We see this as our duty, which we are happy to fulfill. We are mindful of our social responsibility and stand by these core values.

Our managers have a duty of care towards our employees and an obligation to take into account the interests of each individual when implementing internal and legal requirements and regulations.

But they also have a duty to report violations of the law immediately in order to avoid negative impacts on human rights in our business areas, our business partners and our supply chains and to ensure the reputation of the **HAM-LOG-GRUPPE.**



Sustainability

We set the standard through efficient quality management.
We focus on the qualification, motivation and satisfaction of our employees. They are the most valuable cornerstone of the company. That is why we continuously invest in our people.

By increasing the quality of work of every single individual working for us, we ensure the continued success of the company.

Our team includes experienced professionals with the highest level of expertise, logistics and personnel services know-how.





Implementation of Goals

1. Examination

We regard compliance with ethical standards as our duty. Our corporate actions are based on honesty and are in accordance with the applicable laws. For compliance with international as well as national human rights standards, due diligence is conducted by the HAM-LOG-GRUPPE to identify negative impacts on human rights in our business areas, our business partners and our supply chains.

2. Deviation

When deviations are identified,
we evaluate the activities and adjust or remove them.



Implementation of Goals

3. Complaint procedure

We have a process in place to address violations of the Statement of Principles and human rights at our company. Our employees and our business partners can also report this anonymously at any time through our website at:
https://ham-log-gruppe.integrityline.app/

4. Respect

Maintaining a positive and diverse work environment and encouraging open dialogue and appreciation of personal and cultural diversity are top priorities at HAM-LOG-GRUPPE.



Implementation of Goals

5. Commitment

We are committed to meeting our customers' expectations at all times. We are aware of our social responsibility and stand by these core values.

6. Solutions

Efficiency and adherence to these core values are the key to our success, and we measure ourselves by these standards.

Confidentiality

Confidentiality of internal "Confidential Information" of the Company, customers and employees must be maintained.
The term "Confidential Information" includes, but is not limited to, all inventions, improvements, innovations, methods, procedures, techniques, business practices, formulas, computer software, research data, marketing and sales information, personal data, customer lists, prices, costs, sales data, financial data, budget information, business and strategic plans, and all other knowledge and trade secrets in the possession of the **HAM-LOG-GRUPPE** that have not been published or disclosed to the general public.



Data Privacy

Personal data is only processed or collected if this is necessary for the intended purposes.
As part of its social responsibility, the HAM-LOG-GRUPPE undertakes to comply with data protection rights.
Safeguarding data protection is a basis for trusting business relationships.
Our data protection guideline contains globally accepted data protection principles without replacing existing national law. It supplements the respective national data protection law.



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Thanks!