HLG

HAM-LOG-GRUPPE

Supplier Code of Conduct (CoC)



Tailored Personnel Logistics Solutions

Foreword

Through our daily commitment, we continuously strengthen our company’s market position. We accomplish this through the steadfast implementation of our corporate philosophy, which is grounded in ethical behaviour and the fair, respectful treatment of our employees.

Our commercial practices comply with all applicable statutory laws and regulations in every country in which we operate. In order to drive sustained growth and innovation within our industry, it is essential to understand and put into practice both this philosophy and the policies of the HAM-LOG-GRUPPE.

We expect our suppliers to adhere strictly and without reservation to these standards.



Introduction

This Code of Conduct serves as the binding foundation for the co-operation between the HAM-LOG-GRUPPE and its suppliers. It sets out the standards and expectations we establish with regard to ethical conduct, statutory compliance, and responsible corporate governance.

This Code is binding upon all suppliers of the HAM-LOG-GRUPPE and aims to ensure that our shared values and fundamental principles are upheld across every business relationship.



Introduction to the Code of Conduct

The HAM-LOG-GRUPPE Supplier Code of Conduct is built upon seven core strategic pillars:



General principles

We require our suppliers to maintain the highest standards of integrity and transparency across all their operational and business processes. This entails rigorous compliance with all applicable statutory laws and official regulations, regardless of the jurisdiction in which they operate.

A dedicated commitment to ethical behaviour and regulatory compliance represents the cornerstone of a mutually trusting, constructive, and successful partnership.



Human Rights & Working Conditions

Our suppliers must uphold, respect, and actively promote the fundamental human rights of all workers. Consequently, any form of forced labour, modern slavery, child labour, and unlawful discrimination is strictly prohibited.

Furthermore, we mandate fair working conditions, safe and healthy working environments, as well as equitable and appropriate remuneration. These fundamental principles are imperative to ensure a dignified, respectful, and safe working environment.



Environmental Protection

Environmental protection is an essential component of our corporate philosophy. We require our suppliers to minimise their environmental footprint to the greatest extent possible and to embed sustainable practices into their day-to-day operations.

This includes pollution prevention, the resource-efficient use of energy and raw materials, and the continuous reduction of their ecological footprint. Responsible environmental stewardship is of paramount significance to our group.



Business Conduct & Ethics

Ethical behaviour forms the foundation of our commercial principles. Our suppliers must strictly reject and combat all forms of corruption, extortion, fraud, and bribery.

We expect all commercial activities to be conducted in a fair, honest, and transparent manner in order to preserve and strengthen the trust of our business partners and clients.

Uncompromising adherence to ethical standards is indispensable for the long-term success of our business relationship.



Legal & Statutory Compliance

Strict regulatory compliance is an absolute imperative for all our suppliers. Suppliers must verify and ensure full adherence to all prevailing laws, directives, and regulations in each jurisdiction where business activities are conducted.

This specifically encompasses legal frameworks governing occupational health and safety, environmental protection, public health, labour welfare, and fiscal/tax regulations. Maintaining strict legal compliance is the only way to sustain a solid, dependable, and durable commercial partnership.



Information & Confidentiality

The protection of confidential information carries top priority for the HAM-LOG-GRUPPE. Our suppliers are legally and contractually obligated to safeguard all company and customer data against unauthorised access or disclosure, and to process such data strictly within the boundaries of agreed contractual purposes.

The responsible and compliant handling of proprietary and sensitive information is crucial to preserving the integrity and trustworthiness of our business relationships.



Social Responsibility

We expect our suppliers to recognise their corporate social responsibility and to take active steps in fulfilling it. This comprises active engagement with local communities, championing diversity, equity, and inclusion (DE&I), and contributing to educational and charitable initiatives.

A pronounced social conscience does not merely reinforce community resilience; it also fosters a positive corporate standing and underpins enduring business success.



Governance, Monitoring & Compliance



OBLIGATION

Our suppliers undertake to monitor their ongoing compliance with this Code of Conduct on a regular basis and to inform us immediately of any identified violations, potential infringements, or material non-compliances.



ASSURANCE & AUDITING

The HAM-LOG-GRUPPE reserves the formal right to conduct supplier audits—either directly or via authorised third parties—to verify that all prescribed standards and operational criteria are rigorously maintained.



VERIFICATION & REVIEW

Continuous review, transparency, and collaborative accountability are essential to ensure that our high benchmarks and ethical expectations are met consistently.

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Thanks!