

Code of Conduct

hpl-Neugnadenfelder Maschinenfabrik GmbH

hpl-Neugnadenfelder Maschinenfabrik GmbH is committed to responsible business conduct based on integrity, compliance and respect for applicable laws and regulations. As an internationally operating manufacturer of machinery and lines for strip processing, slitting and coil handling applications, we are committed to upholding high ethical, social and legal standards throughout our business activities and supply chain.

Our actions are guided by internationally recognized principles of responsible business conduct, in particular the United Nations Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, as well as applicable legal requirements relating to compliance, sustainability and supply chain responsibility.

1. Compliance with Laws and Regulations

We comply with all applicable national and international laws, regulations and official requirements in all countries in which we operate.

2. Integrity, Anti-Corruption and Prevention of Money Laundering

We do not tolerate any form of corruption, bribery, granting or accepting improper advantages or undue influence. Business decisions are made solely on the basis of objective, transparent and traceable criteria. We comply with all applicable regulations for the prevention of money laundering, terrorist financing and other criminal activities.

3. Fair Competition and Conflicts of Interest

We are committed to fair competition and compliance with applicable antitrust and competition laws. Personal interests must not influence business decisions. Potential conflicts of interest must be disclosed without undue delay.

4. Export Control and International Trade Compliance

We comply with all applicable export control, customs and sanctions regulations. Deliveries, services and technical information are provided solely in compliance with applicable national and international regulations.

5. Human Rights and Fair Working Conditions

We respect internationally recognized human rights and strictly prohibit all forms of discrimination, harassment, forced labour and child labour. We promote equal opportunities, diversity and a respectful and safe working environment.

6. Occupational Health, Safety and Environmental Protection

The protection of people, the environment and natural resources is of high importance to us. We are committed to complying with all applicable regulations relating to occupational health and safety, environmental protection and the responsible use of energy, raw materials and natural resources.

7. Data Protection, Confidentiality and Information Security

Confidential information, trade and business secrets as well as personal data, are protected and processed solely in accordance with applicable legal requirements.

8. Cooperation with Business Partners and Suppliers

We expect our suppliers, service providers and business partners to comply with comparable legal, ethical, social and sustainability-related standards.

9. Whistleblower Protection

Reports of violations of laws, internal policies or this Code of Conduct may be submitted confidentially. Whistleblowers who report concerns in good faith shall not suffer any disadvantage as a result.

This Code of Conduct forms the basis of our responsible business conduct and is an integral part of our corporate culture.