

Sustainability.

Hartmann Group commitment to the UN Global Compact Principles.



Hartmann is committed to the UN Global Compact and has adopted the 10 principles as our own. The principles outline our social and environmental commitment and our contribution to sustainable development throughout the value chain.

The Global Compact's ten principles cover the areas of human rights, labor rights, the environment and anti-corruption. They enjoy universal consensus and are derived from:

- Universal Declaration of Human Rights
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

This fact sheet outlines in detail Hartmann's commitment to the 10 Global Compact principles.

The 10 Global Compact principles and details about their coverage are available at www.unglobalcompact.org.

HUMAN RIGHTS PRINCIPLES

Hartmann will make an effort to promote the conditions outlined in each of the human rights principles in companies that are part of the value chain to which the Group belongs.

Principle no. 1: Human rights – support & respect

Hartmann will support and respect the protection of internationally proclaimed human rights. Hartmann's commitment includes, but is not limited to, the following:

Hartmann will endeavor to secure the well-being of employees and their families by means of relevant local initiatives, practices and procedures that are in keeping with local traditions, conditions and needs.

Hartmann will endeavor to secure fair wages by means of a wages policy, that is consistent with the situation prevailing in other local industrial companies,

and which enables the Group to attract and retain qualified employees.

Hartmann will endeavor to secure health and safety in the workplace, by means of cleaner technologies, procedures and practices as well as by the development of competences and efforts to change attitudes among the employees.

Hartmann will endeavor to secure good relations to the local community by means of active participation in social and business-related activities at local level and setting a good example to others.

Principle no. 2: Human rights – abuses

Hartmann will make sure that it is not complicit in human rights abuses.

LABOUR RIGHTS PRINCIPLES

Principle no. 3: Freedom of association and the right to collective bargaining

Hartmann recognizes the right of its employees to be members of a trade union and to negotiate pay and working conditions collectively. The Group further recognizes the right to organize and collective bargaining in companies forming part of the value chain to which the Group belongs.

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Principle no. 4:

Rejection of forced labor

Hartmann will support the elimination of all forms of forced and compulsory labor and does not accept the use of forced labor – neither inside the Group nor in companies forming part of the value chain to which the Group belongs.

Principle no. 5:

The effective abolition of child labor

Hartmann will not employ persons below the minimum age and the Group will apply preventive procedures and practices accordingly. The Group will make an effort to promote that similar procedures and practices are applied by companies forming part of the value chain to which the Group belongs.

Principle no. 6:

Non-discrimination

Hartmann will endeavor to prevent discriminatory practices and secure equal opportunities by means of the application of procedures and practices to prevent discrimination in connection with recruitment or dismissal, career development, training and education, or the granting of staff benefits.

Hartmann will endeavor to promote non-discrimination and equal opportunities for employees in companies forming part of the value chain to which the Group belongs.

ENVIRONMENTAL PRINCIPLES

Hartmann will endeavor to protect, respect and safeguard environmental values by means of the systematic and proactive integration of environmental considerations in its daily business activities, by the development of environmentally friendly production methods and products, by training its employees in environmental issues, and by influencing the stakeholders in the value chain to which the Group belongs.

Principle no. 7:

A precautionary Approach

Hartmann will support a precautionary approach to environmental challenges.

Principle no. 8:

Environmental responsibility

Hartmann will undertake initiatives to promote greater environmental responsibility.

Principle no. 9:

Environmentally friendly technologies

Hartmann will encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION PRINCIPLE

Principle no. 10:

Refraining from bribery and corruption

Hartmann will work against corruption in all its forms, including extortion and bribery. It will do this by means of openness towards relevant business partners and by setting up a set of guidelines specifying

how to avoid bribery and corruption.

Hartmann will also contribute to minimizing bribery and corruption in companies forming part of the value chain to which the Group belongs.

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