



HYDAC sp. z o.o. Code of Conduct

HYDAC sp. z o.o., as a part of the HYDAC group, is a reliable and trustworthy partner in power hydraulics in Poland and Eastern Europe.

The needs of our Customers motivate us to continuous development by taking up new challenges and creating innovative, technologically advanced solutions.

Business ethics and Corporate Social Responsibility (CSR) are at the forefront of all our business relations and apply at all levels of our activity.

We pay particular attention to compliance and implementation of legal, ethical and moral standards.

As part of our commitment to compliance, we expect our business partners to adhere to comparable standards of conduct with regards to, among other things, ethical business conduct, environmental protection and occupational health and safety.

Our Corporate Social Responsibility (CSR) expectations are set out in this Code of Conduct:

1. The natural basis of our actions are the relevant laws and other national and international regulations.
2. In relationships with our partners and suppliers we use fair, open and ethical cooperation methods.
3. The respect to others is our drive in our work and beyond.
4. The human dignity legislation excludes all forms of discrimination, violence, harassment and mobbing. We respect the principles of equality for all employees.
5. We are obligated to comply with all applicable occupational health and safety regulations and to implement these human rights in practice.
6. We do not employ minors, nor do we accept the employment of minors by our suppliers.
The employment of minors can only be accepted, where this is permissible by national law and does not interfere with the obligation to education.
7. We comply with environmental laws and regulations and make every effort to continuously improve our commitment to environmental protection.
8. We enforce the principles of free market economy and thus of open and fair competition.
9. Confidentiality is an essential requirement for fair and partnership-based cooperation.
10. We protect the personal and private data of our employees, partners and customers and we comply with our confidentiality obligations as required by applicable law.
11. We have a zero-tolerance policy towards all forms of bribery and corruption.
12. We do not cooperate with people, companies or institutions that we know they do not comply with legal and ethical standards.
13. We support the CFSI initiative and make every effort to minimize the risks associated with providing Customers with counterfeit, fraudulent and suspicious products.

Any violations of the HYDAC sp. z o.o. Code of Conduct should be reported by e-mail to the following address:

code-pl@hydac.com.pl.

We guarantee full confidentiality of received information and analysis of incoming requests.