

## Dear business partners,

With the following code of conduct, we would like to summarize the most important basic business rules and principles:

- for our business conduct as a company,
- for cooperation with all business partners,
- and between all of us.

The code is intended to define the orientation framework and is the leading culture of HAWART Marine Technik GmbH and all of its employees. In addition, it is considered a binding part of all contractual business relationships between HAWART and business partners. We kindly ask you to pass on this code of conduct to subcontractors and to agree to participate in audits.

However, the personal integrity and sound judgment of each individual form the real moral foundation on which this code is built and without which it will not be effective. In order to reconcile the growth in social responsibility, everyone must comply with the applicable regulations and feel personally obliged to ensure their compliance in their own working environment.

Please read the text thoroughly and conduct yourself in accordance with it. Act as a role model of integrity, esteem and discipline and exemplify the implicitness of this code within our company and in dealings with our partners. Please formally confirm your understanding and consent with your signature at the end of the guideline.

The code of conduct is based on national legislation and regulations, as well as on international conventions and guidelines of international organisations:

- ✓ The principles of the United Nations Universal Declaration on Human Rights
- ✓ the European General Data Protection Regulation (GDPR) and other regulations for the protection of personal data
- ✓ the United Nations Global Compact – Guiding Principles for Business and Human Rights
- ✓ the core labour standards of the International Labour Organisation (ILO)
- ✓ the UN Convention on Children's Rights
- ✓ the code of conduct of the German Association of Materials Management, Purchasing and Logistics (Bundesverband Materialwirtschaft, Einkauf und Logistik e. V., BME)

Thank you very much!

HAWART Marine Technik GmbH

Heiko Loog

Ganderkesee, January 2026

## Our corporate philosophy

The highest quality, sustainability, the creation of a high level of customer benefit and reliability are the guiding principles for the products and services of HAWART Marine Technik GmbH. This is particularly true given the great importance we have for our customers' business success. The complete satisfaction of our customers is the focus of our efforts; we work with them reliably, competently and in partnership. The basis of this close cooperation are the intensive and long-term relationships with our suppliers. Through the continuous development of our products and services we meet our clients' growing expectations regarding technological innovation and increasing efficiency, so that they can remain competitive. We continually aim to improve all our company's activities and processes, in order to increase our efficiency in the interest of our clients. We achieve this by means of clear business procedures and standardised, practical documentation of their implementation.

Within the framework of our quality policy, we set ourselves concrete and measurable goals. On agreed milestone dates, we compare our results with the specifications to assess them and, if necessary, arrange for adjustments to be made. We use errors as a learning opportunity to ensure we avoid them in the future. We are all committed to ensure quality and the protection of our employees. HAWART managers represent these values and support their teams in achieving these goals. The professionalism of our company is reflected in our qualified workforce and continuous professional development. HAWART relies on stability and strong social competency; our internal as well as external co-operation is fair and ethical.

## Standards for our business partners

We ensure that our business partners follow at least the same principles to which HAWART has committed itself. For this reason, we select our service providers and suppliers after careful consideration. We pursue a zero-tolerance policy within the framework of this Code and will take resolute action in the event of misconduct.

## Social responsibility

### ■ Human and labour rights

We respect internationally acknowledged human rights, human dignity and personal rights, and support their observance. We strictly reject any form of forced labour and child labour. We respect the right to freedom of association and collective negotiations within the scope of the applicable regulations. We strictly reject unacceptable treatment of employees, such as psychological harshness, sexual and personal harassment, and consistently pursue them within the framework of legal regulations.

### ■ Equal treatment and non-discrimination

Discrimination against employees in any form is inadmissible. We do not tolerate discrimination due to gender, origin, skin colour, religion, age, sexual identity, disability or culture. We treat all employees equally and respect their dignity, privacy and personal rights.

### ■ Fair wages

All our employees receive a fair wage for their work which is at least equal to the statutory / collectively agreed minimum wage or the industry minimum wage, whichever is higher. We provide our employees with all legally required benefits and strictly reject wage deductions as punitive measures. A clear, detailed and regular statement of the composition of an employee's remuneration is self-evident for us.

## ■ Occupational health and safety

We provide for a healthy and hazard-minimised working environment for our employees. By implementing the appropriate occupational safety systems, precautionary measures are taken to safeguard against accidents and damage to health that may result from the respective activities. We ensure that all our employees are regularly informed about and trained in the applicable health and safety standards and measures.

## ■ Complaint management

In our company we have installed the reporting platform at “[www.hawart.de](http://www.hawart.de)” as a transparent complaint management system that is accessible to all employees. In accordance with the guiding principles for business and human rights, this process enables the fair, quick and trustful handling of employee complaints on the basis of legal regulations (Whistleblower Protection Act).

HAWART ensures that complainants do not suffer any disadvantages later as a result.

## Environmental responsibility

### ■ Sustainable environmental and climate protection

We see environmental and climate protection as the real meaning of our business activities, as we have been using our creativity and passion for wind power as a renewable energy for decades. We ensure that any impact on the environment and the climate is kept as low as possible, both in the development of new products and services as well as in the support we provide for our customers. It is important to us that our products make a positive contribution to environmental and climate protection at our customers.

### ■ Consumption of raw materials and resources

We always strive to reduce or avoid the use and consumption of resources during the production and the generation of all kinds of waste including water and energy. We monitor our energy consumption and continually seek to develop economic solutions, improve energy efficiency and minimise energy consumption.

## Ethical responsibility and business conduct

### ■ Data protection and confidential corporate information

The protection of personal data in general, but in particular of data relating to employees, partners, customers and suppliers, has a very high value for us. As a matter of principle, we only collect and process personal data where this is absolutely necessary in order to perform the respective task or it has been stipulated by law, and in doing so we pay attention to data security, transparency and data minimisation. Otherwise, we only process personal data after obtaining consent from the person concerned, which complies with the currently valid GDPR.

We take all the necessary steps to protect confidential information and business records of all those involved in the business process against being accessed and inspected by unauthorised third parties. Employees who possess information that is not generally known or readily accessible are not permitted to disclose or otherwise make public such information.

## ■ Legal compliance

We consider compliance with national and international laws and internal regulations to be essential for acting in an economically responsible manner. We observe the applicable legal prohibitions and obligations at all times even if this entails short-term economic disadvantages or difficulties for the individual companies and people.

## ■ Fair competition

We apply the highest standards of integrity in all our business activities. We strictly adhere to the standards of fair business, fair advertising and fair competition. We reject agreements and activities that influence prices and conditions and which - such as corruption, competition and cartel violations on the part of our business partners - are prosecuted with appropriate measures within the scope of our company's zero-tolerance policy.

## Decision-making aids and communication in cases of suspicion

### ■ What should I do if I am not sure whether my decisions are commensurate with the code of conduct?

Ask yourself the following questions:

- Is my decision legal and does it comply with the company's rules?
- Can I make the decision in the best interests of the company and free from competing vested interests?
- Can I safely reconcile the decision with my own conscience?
- Can the decision easily withstand examination by third parties and the public?
- Will my decision preserve the good reputation of the company?

If your answer to all these questions is "yes", your decision is presumably justifiable.

If you have any doubts about these questions or if you have a suspicion regarding a third party, please seek advice from your company. You can also speak to your contact person in our company or to our management or you can report issues via our reporting platform at "www.hawart.de" anonymously.

## Acknowledgement and consent

By signing this document, our company commits itself to act in a responsible manner and to comply with the stated principles and requirements. We forward this code of conduct to our employees, agents and subcontractors and take all necessary precautions to implement these requirements.

Business partner

Date

Signature

Company stamp