

Code of Basic Working Conditions

Hanon Systems is committed to creating and maintaining an environment where all employees are treated with integrity and respect, and differences are highly valued. By adopting a zero tolerance for harassment or discriminatory treatment of any form, the company is helping to create a corporate culture where employees can feel secure and play an active role contributing to the company's success. This Code supports the basic fundamental values of the company and is the basis for building a strong relationship with stakeholders.

Environment, Health and Safety

Hanon Systems commits to providing and maintaining a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health. The company expects workers – whether it is employees, agency/contract, suppliers or third-party vendors – at any Hanon Systems site to accomplish tasks in a manner that provides protection of the world's environmental resources, which includes but is not limited to: pollution prevention; biodiversity protection; land, forest and water rights; forced eviction prevention; and climate change mitigation.

Harassment and Discrimination

Hanon Systems will not tolerate harassment or discrimination on the basis of sex, race, color, ethnic or social origin, age, creed, religion, caste, nationality and national origin, marital/parental status, health status, disability, sexual orientation, women's rights, trade union affiliation or veteran status.

Child Labor

Hanon Systems will not use child labor. In no event shall the company employ a person below the age of 15 unless it is part of a government authorized job training or apprenticeship program that would be clearly beneficial to the persons participating and the law clearly permits such employment.

Forced Labor

Regardless of its form, the company will not use forced labor; or private or public security forces for purposes that will infringe on human rights; or tolerate physically abusive disciplinary practices or abuse of labor.

Freedom of Association and Collective Bargaining

Hanon Systems recognizes and respect the rights of employees to associate freely and bargain collectively. The company commits to working in a constructive manner with recognized representatives to promote employee interests, and will seek to provide opportunities for employee concerns to be heard in all its locations.

Compensation

Hanon Systems aims to promote the material well-being of employees by providing compensation and benefits that are competitive, and comply with applicable law, regulations and collective agreements.

Work Hours

Hanon Systems will comply with applicable laws related to regulating hours of work.

Responsibility and Implementation

The company communicates this Code of Basic Working Conditions to all its employees, as well as anyone working on behalf of the company. As appropriate under local practice, the company will seek the support and assistance of unions and employee representatives in this effort. Hanon Systems also requires its business partners adopt and enforce similar workplace codes of conduct and request the same throughout the supply chain, and will seek to identify and leverage business partners who aspire to conduct business in a manner that is consistent with this Code.

Reports of violations or suspected violations of this policy can be made anonymously by contacting the company's [ethics hotline](#) or by email at legal@hanonsystems.com.

No retaliatory actions will be taken against any employee who makes such a report or cooperates in an investigation of such a violation reported by someone else.

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