



Code of Conduct - Environment

As HENNLICH, we strive to contribute to a sustainable and environmentally conscious world. To this end, we have introduced principles relating to renewable energy into our Code of Conduct. These principles are binding for all our employees and collaborators (self-employed persons).

Any failure to comply with these principles may lead to disciplinary action. If anyone has concerns or questions about this policy, they should contact their supervisor, Human Resources, the firm's executive management or the appropriate person.

I. Renewable energy

1. Promoting renewable energy: We recognise the importance of renewable energy in protecting the environment and combating climate change. Therefore, we support the use of renewable energy technologies in our operations where possible and effective.

2. Energy saving: We strive to maximize efficiency and minimize energy consumption in our operations. This includes efficient use of energy, reducing waste and improving the energy efficiency of our buildings and facilities. This is also why we use energy-saving technologies such as heat pumps, photovoltaics, led lighting, etc. in our buildings as much as possible.

3. Education and awareness: We consider it important to spread awareness of the importance of renewable energy and its benefits. We have implemented and are implementing specific projects that promote responsible behaviour in this area among our employees and the company's surroundings.

II. Responsible chemical management

At HENNLICH, we are committed to responsible chemical management in our business. We understand that chemicals, although a key component of many of our products, pose potential risks to the environment and human health. Therefore, we have established the following principles:

1. Compliance with legal regulations: We strictly comply with all applicable regulations regarding the management and use of chemicals, including their storage, transport, use and disposal.

2. Health and Safety: We ensure that our chemicals are properly and safely handled and stored to minimize the risk of spills or exposures that could endanger the health of our employees or the public.

3. Environmental protection: Through responsible management of our chemicals, we strive to minimize their impact on the environment.

4. Training and Awareness: We provide our employees and associates with training and information on the safe and responsible management of chemicals.

5. Transparency and Accountability: We are transparent in all our chemical-related activities and are accountable for the proper management of chemicals in our business. This is also why we have established our own Quality and Environmental Management, where we set out the basic rules for the management of chemicals. Our company is also certified according to EN ISO 14001:2016.

HENNLICH s.r.o.

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Zapsán do obchodního rejstříku u Krajského soudu v Ústí nad Labem v oddíle C, č. vložky 274

IČO: 14869446
DIČ: CZ14869446

UniCredit bank Czech Republic and Slovakia, a.s.
CZK č.ú. 671 777 8001/2700
IBAN CZ5727000000006717778001
SWIFT BACXCZPP

EUR Acct.No.: 671 777 8212/2700
IBAN CZ8327000000006717778212
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USD Acct.No.: 671 777 8888/2700
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III. Waste reduction

At HENNLICH, we strive to minimize waste production in our processes and promote responsible waste management. We recognize that waste management is a key aspect of our environmental impact and are interested in continuously improving it. We have therefore established the following principles:

- 1. Waste sorting:** We promote waste sorting and recycling as ways to reduce the amount of waste that ends up in landfills. We provide adequate facilities and information to sort waste at our facilities.
- 2. Proper waste disposal:** We ensure that all waste that cannot be recycled or reused is properly and safely disposed of in accordance with applicable laws and regulations.
- 3. Education and awareness:** We educate our employees about the importance of reducing, sorting and recycling waste. We provide them with the information and tools they need to contribute to our waste reduction efforts.
- 4. Transparency and Accountability:** We regularly monitor and report on our waste reduction performance in our regular System Quality and Environment (SKE) Function Report.

III. Reuse and recycling

As HENNLICH, we recognize the importance of reuse and recycling as ways to reduce our environmental impact and contribute to sustainable development. We are committed to the following principles:

- 1. Reuse and recycling:** Where possible and practical, we aim to reuse materials and recycle waste to reduce the amount of waste going to landfill and reduce the need to produce new materials.
- 2. Waste Management:** We properly manage waste in our operations to maximize reuse and recycling and minimize the amount of waste that cannot be recycled.
- 3. Promoting innovation:** We encourage innovations that enable better reuse and recycling of our products and materials. At the same time, we strive to use the best available technologies for recycling and waste management.
- 4. Working with customers and partners:** We work with customers, suppliers and other partners to promote reuse and recycling. This includes providing information on how our products can be safely and efficiently recycled.
- 5. Compliance with legislation:** We comply with all relevant legislation and standards relating to waste management, reuse and recycling.

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