



CODE OF CONDUCT

Preamble

HLC Aviation declares its explicit commitment to its social responsibility within the scope of its commercial activities (Corporate Social Responsibility). This Code of Conduct is intended to ensure ethical and moral business conduct and compliance with competition and antitrust laws.

HLC Aviation informs its employees at regular intervals about the ethical objectives and principles of conduct of this Code.

In addition, HLC Aviation strives to ensure that suppliers are also guided by this content.

Scope

This Code of Conduct applies as a guideline for all employees of HLC Aviation GmbH.

At the same time, HLC Aviation also requires its suppliers to comply with the principles set out in this Code.

HLC Aviation is responsible for communicating the associated requirements to all its employees and suppliers.

Rights, laws, standards and ethical conduct

HLC Aviation complies with the applicable laws and regulations of the countries in which it operates and requires its suppliers to do the same.

HLC Aviation acts according to the generally accepted business practices of fairness and honesty. This includes dealing with authorities in a trustworthy manner and respecting consumer protection standards.

Competition law requirements, integrity and anti-corruption

HLC Aviation is committed to fair competition. Laws protecting competition, in particular antitrust law, are respected. HLC Aviation orients its actions to generally accepted ethical values and principles, in particular integrity and respect for human dignity, openness and non-discrimination of religion, ideology, gender and ethics.

HLC Aviation is against corruption and bribery and promotes transparency, integrity and responsible management within its company. Employees must ensure that no personal dependencies or obligations to customers and suppliers arise.

Human rights, freedom of speech and freedom of association

Internationally recognized human rights are explicitly and sustainably supported. The right to freedom of speech and expression is guaranteed.

The employer respects the legal right of employees for freedom of association and collective bargaining autonomy and recognizes this right.

Forced Labor

Any form of forced labor including forced labor in prisons and bonded labor is not used by HLC Aviation.

Child labor

Child labor is not used. Child labor and any kind of exploitation of children and young people are rejected. The corresponding laws are observed.





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Non-discrimination

HLC Aviation rejects discrimination in hiring or employment, especially discrimination based on race, ethnic or national origin, skin color, gender, mental or physical disability, age, creed and other personal characteristics. All employees will be treated solely on the basis of their abilities and qualifications.

Harassment

Employees will not be subjected to corporal punishment or any other physical, sexual, psychological or verbal harassment or abuse.

Salary and Working Hours

All employees shall be paid a fair wage for full-time employment that is at least sufficient to meet basic needs. Compensation, including wages, overtime and benefits, will be at least at or above the level established by applicable law and statute.

Working hours comply with applicable national law, industry standard or relevant ILO conventions. Overtime must be on a voluntary basis.

Health and safety at work

National and international regulations for ensuring health and safety at work are complied with.

Environment

HLC Aviation complies with the regulations and standards for environmental protection and handles natural resources responsibly and is committed to climate neutrality.

In purchasing, development and sales, emphasis is placed on the greatest possible environmental compatibility. HLC Aviation strives for continuous improvement of environmental performance, ongoing optimization of packaging and promotion of sustainable, recyclable products.

Privacy

HLC Aviation is committed to data secrecy according to §5 EU Data Protection Regulation DSGVO.

Confidentiality Obligation

Business secrets of business partners are treated confidentially by HLC Aviation and its employees and protected against unauthorized disclosure to third parties.

