



## Hauk s.r.o. Responsible Supply Chain Management

### Introduction:

In an interconnected global economy, responsible supply chain management has become a cornerstone of corporate governance. Companies, like HAUK s.r.o., are increasingly recognizing the need for ethical and sustainable practices not only within their own operations but throughout their entire supply chain. This essay explores the extensive array of responsible supply chain management practices undertaken by HAUK s.r.o., covering diverse subjects such as labor rights, human rights, environmental sustainability, anti-corruption measures, and standards dissemination across the supply chain.

### Child Labour and Young Workers:

HAUK s.r.o. vehemently opposes child labor and is committed to ensuring that its supply chain remains free from exploitation of young workers. The company conducts thorough audits to identify any instances of child labor among its suppliers. Strict adherence to international labor standards, such as those outlined by the International Labour Organization (ILO), ensures that the rights of young workers are protected. HAUK s.r.o. also invests in education and awareness programs to prevent child labor and promotes the well-being of young workers in its supply chain.

### Wages and Benefits:

HAUK s.r.o. upholds the principle of fair wages throughout its supply chain. The company ensures that its suppliers pay their workers in accordance with local laws and industry standards. Regular assessments and audits are conducted to verify compliance, and HAUK s.r.o. actively engages with suppliers to address any wage-related issues. Beyond wages, the company encourages its suppliers to provide comprehensive benefits packages to foster a positive work environment.

### Working Hours:

Respecting the rights of workers to fair working hours is a key aspect of HAUK s.r.o.'s supply chain management. The company establishes clear guidelines for working hours, including overtime, and ensures that suppliers adhere to these standards. Regular monitoring and audits help enforce compliance, and HAUK s.r.o. collaborates with suppliers to implement flexible scheduling and work arrangements to promote a healthy work-life balance.

### Modern Slavery:



HAUK s.r.o. categorically condemns modern slavery and takes proactive steps to eradicate it from its supply chain. The company conducts rigorous due diligence to identify and eliminate any instances of slavery, servitude, forced or compulsory labor, and human trafficking. This includes audits, supplier assessments, and collaboration with industry partners to address systemic issues. HAUK s.r.o. sets stringent contractual requirements that explicitly prohibit modern slavery, reinforcing a zero-tolerance stance.

#### Ethical Recruiting:

The company places a high value on ethical recruiting practices within its supply chain. HAUK s.r.o. ensures that suppliers engage in transparent and fair recruitment processes, without any form of exploitation or discrimination. By promoting ethical recruiting, the company contributes to the elimination of unscrupulous practices in the hiring process and advocates for the rights and dignity of workers throughout its supply chain.

#### Freedom of Association and Collective Bargaining:

HAUK s.r.o. recognizes the importance of workers' rights to freedom of association and collective bargaining. The company supports the establishment of workers' unions and ensures that its suppliers respect the right of workers to organize. HAUK s.r.o. engages in constructive dialogue with workers' representatives and supports collective bargaining processes to ensure fair and equitable working conditions throughout the supply chain.

#### Non-discrimination and Harassment:

HAUK s.r.o. enforces a strict policy against discrimination and harassment within its supply chain. The company promotes a culture of inclusivity and diversity, emphasizing that suppliers must adhere to non-discrimination principles. Regular training programs and audits are conducted to ensure that workplaces are free from discrimination and harassment, fostering an environment that respects the rights and dignity of all workers.

#### Women's Rights:

HAUK s.r.o. is committed to upholding women's rights throughout its supply chain. The company actively works to eliminate gender-based wage gaps, provides equal opportunities for career advancement, and supports initiatives that promote women's empowerment. By prioritizing women's rights, HAUK s.r.o. contributes to creating inclusive and gender-sensitive workplaces across its supply chain.

#### Diversity, Equity, and Inclusion:



Embracing diversity, equity, and inclusion is a fundamental aspect of HAUK s.r.o.'s supply chain management. The company encourages its suppliers to create diverse workforces and ensure equal opportunities for all employees, irrespective of their background. Regular diversity training and assessments help maintain an inclusive environment, contributing to a positive and harmonious workplace within the supply chain.

#### Rights of Minorities and Indigenous Peoples:

HAUK s.r.o. respects the rights of minorities and indigenous peoples within its supply chain. The company engages with local communities to understand their specific concerns and incorporates their perspectives into decision-making processes. By prioritizing the rights of minorities and indigenous peoples, HAUK s.r.o. fosters positive relationships with these communities and promotes sustainable practices that respect their cultural heritage.

#### Land, Forest, and Water Rights and Forced Eviction:

Responsible land, forest, and water rights management are integral components of HAUK s.r.o.'s supply chain policies. The company conducts thorough assessments to ensure that its operations do not contribute to forced evictions or violate the rights of local communities. By engaging with stakeholders and obtaining their informed consent, HAUK s.r.o. aims to protect the rights of communities and preserve natural resources.

#### Use of Private or Public Security Forces:

HAUK s.r.o. is diligent in ensuring that the use of private or public security forces within its supply chain aligns with human rights standards. The company sets clear guidelines for the conduct of security forces and emphasizes respect for human rights. Regular monitoring and audits help ensure that security forces employed by suppliers adhere to ethical standards and do not engage in any activities that violate human rights.

#### Health and Safety:

HAUK s.r.o. places a paramount emphasis on health and safety within its supply chain. The company extends its commitment to providing a safe working environment to all suppliers. Regular assessments, training programs, and audits help enforce compliance with health and safety standards. By promoting a culture of safety consciousness, HAUK s.r.o. contributes to the overall well-being of workers throughout its supply chain.

#### Anti-corruption and Anti-money Laundering:

HAUK s.r.o. has a zero-tolerance policy towards corruption and money laundering within its supply chain. The company conducts thorough due diligence on suppliers to ensure their adherence to ethical business practices. Strict



contractual clauses prohibit bribery, corruption, and money laundering, reinforcing HAUK s.r.o.'s commitment to conducting business with integrity.

#### Data Protection and Data Security:

Protecting data privacy and ensuring data security are critical considerations for HAUK s.r.o. The company implements robust data protection measures and sets clear guidelines for its suppliers regarding the handling of sensitive information. Regular audits and compliance checks help maintain the highest standards of data protection and security throughout the supply chain.

#### Financial Responsibility (Accurate Records):

HAUK s.r.o. emphasizes financial responsibility and accuracy in record-keeping within its supply chain. The company expects suppliers to maintain transparent and accurate financial records, and regular audits are conducted to verify compliance. This commitment to financial responsibility extends to preventing fraud, embezzlement, and ensuring compliance with accounting standards.

#### Disclosure of Information:

Transparency is a core value in HAUK s.r.o.'s supply chain management. The company is committed to disclosing relevant information to stakeholders, including customers, employees, and the public. Regular reporting and communication mechanisms ensure that information about the company's supply chain practices, environmental impact, and social responsibility is readily available.

#### Fair Competition and Anti-trust:

HAUK s.r.o. promotes fair competition and strictly adheres to anti-trust laws within its supply chain. The company expects suppliers to engage in fair business practices, prohibiting collusion or any activities that undermine free and fair competition. HAUK s.r.o. is committed to fostering a competitive marketplace that benefits both consumers and suppliers.

#### Conflicts of Interest:

Preventing conflicts of interest is a fundamental aspect of HAUK s.r.o.'s supply chain management. The company expects its suppliers to operate with transparency and disclose any potential conflicts of interest. Rigorous assessments and audits help identify and mitigate conflicts, ensuring that business decisions are made with integrity and objectivity.



#### Counterfeit Parts:

HAUK s.r.o. has strict measures in place to prevent the use of counterfeit parts within its supply chain. The company collaborates with suppliers to establish clear guidelines for part authenticity, and regular inspections are conducted to verify the integrity of components. By preventing the use of counterfeit parts, HAUK s.r.o. upholds the quality and safety of its products.

#### Intellectual Property:

HAUK s.r.o. respects intellectual property rights within its supply chain. The company expects suppliers to adhere to intellectual property laws and regulations, preventing the unauthorized use or reproduction of patented technologies or copyrighted materials. By upholding intellectual property rights, HAUK s.r.o. fosters innovation and protects the investments of its suppliers.

#### Export Controls and Economic Sanctions:

Adherence to export controls and compliance with economic sanctions are integral to HAUK s.r.o.'s supply chain policies. The company ensures that its suppliers comply with international trade regulations and do not engage in activities that violate export controls or economic sanctions. Regular checks and assessments help maintain compliance with global trade laws.

#### Whistleblowing and Protection Against Retaliation:

HAUK s.r.o. encourages a culture of whistleblowing within its supply chain. The company provides channels for employees and suppliers to report unethical practices without fear of retaliation. Robust whistleblower protection mechanisms ensure that individuals who come forward with information are safeguarded against any form of reprisal.

#### GHG Emissions:

Addressing greenhouse gas (GHG) emissions is a key component of HAUK s.r.o.'s supply chain sustainability efforts. The company collaborates with suppliers to measure, monitor, and reduce emissions. This includes setting emission reduction targets, investing in low-carbon technologies, and supporting suppliers in transitioning to renewable energy sources.



#### Energy Efficiency:

HAUK s.r.o. promotes energy efficiency practices across its supply chain. The company collaborates with suppliers to identify areas for improvement, implement energy-saving technologies, and optimize energy consumption. Regular assessments and audits help ensure that suppliers adopt best practices in energy efficiency.

#### Renewable Energy:

HAUK s.r.o. actively encourages the adoption of renewable energy sources within its supply chain. The company collaborates with suppliers to transition towards clean and sustainable energy alternatives. This may involve supporting suppliers in installing solar panels, wind turbines, or other renewable energy technologies to reduce reliance on fossil fuels.

#### Decarbonization:

HAUK s.r.o. is committed to the decarbonization of its supply chain. The company works closely with suppliers to identify opportunities for reducing carbon emissions and transitioning to low-carbon alternatives. This may include adopting electric vehicles, implementing carbon capture technologies, and setting ambitious decarbonization targets.

#### Water Quality, Consumption & Management:

Safeguarding water quality and promoting responsible water consumption and management are priorities for HAUK s.r.o. The company collaborates with suppliers to assess water usage, implement conservation measures, and prevent pollution. By incorporating sustainable water management practices, HAUK s.r.o. aims to minimize its water footprint across the supply chain.

#### Air Quality:

Maintaining high air quality standards is a shared responsibility across HAUK s.r.o.'s supply chain. The company collaborates with suppliers to monitor and reduce air emissions, implement emission control technologies, and ensure compliance with environmental regulations. This commitment extends to preventing air pollution and contributing to overall environmental well-being.

#### Responsible Chemical Management:



HAUK s.r.o. prioritizes responsible chemical management within its supply chain. The company works closely with suppliers to assess the use of chemicals, promote safer alternatives, and ensure compliance with environmental regulations. Robust protocols for chemical handling, storage, and disposal contribute to minimizing the environmental impact of chemical substances.

#### Sustainable Resources Management:

HAUK s.r.o. promotes sustainable resource management practices within its supply chain. The company collaborates with suppliers to assess resource consumption, explore sustainable alternatives, and implement circular economy principles. By prioritizing sustainable resource management, HAUK s.r.o. contributes to reducing the environmental footprint of its supply chain.

#### Waste Reduction, Reuse, and Recycling:

HAUK s.r.o. emphasizes waste reduction, reuse, and recycling throughout its supply chain. The company collaborates with suppliers to implement waste minimization strategies, establish recycling programs, and promote the reuse of materials. Regular assessments ensure that suppliers adhere to sustainable waste management practices.

#### Animal Welfare:

Ensuring the welfare of animals within the supply chain is a key consideration for HAUK s.r.o. The company collaborates with suppliers to prevent cruelty to animals, enforce ethical treatment practices, and support initiatives that promote animal welfare. By prioritizing animal welfare, HAUK s.r.o. aligns with ethical and sustainable standards.

#### Biodiversity, Land Use, and Deforestation:

HAUK s.r.o. recognizes the importance of preserving biodiversity, responsible land use, and preventing deforestation within its supply chain. The company collaborates with suppliers to conduct biodiversity assessments, implement sustainable land use practices, and avoid sourcing materials linked to deforestation. This commitment extends to protecting ecosystems and promoting sustainable sourcing.

#### Soil Quality:

Maintaining and enhancing soil quality is a priority for HAUK s.r.o. The company collaborates with suppliers to implement soil management practices that prevent degradation, erosion, and contamination. Sustainable agricultural and land use practices contribute to preserving soil quality and supporting healthy ecosystems.



#### Noise Emissions:

HAUK s.r.o. actively manages and mitigates noise emissions within its supply chain. The company collaborates with suppliers to implement technologies and practices that minimize noise pollution. Regular monitoring and compliance checks ensure that noise emissions are within acceptable limits, promoting a healthy and harmonious working environment.

#### Definition and Implementation of Similar Standards Towards Own Tier-1 Suppliers:

HAUK s.r.o. extends its responsible supply chain management practices to its tier-1 suppliers. The company defines and implements similar ethical, environmental, and social standards for its tier-1 suppliers. This includes conducting regular audits, assessments, and collaboration to ensure that tier-1 suppliers adhere to the same high standards applied within HAUK s.r.o.'s operations.

#### Binding Requirements Towards Tier-1 Suppliers to Pass on Standards Along the Supply Chain:

HAUK s.r.o. establishes binding requirements for its tier-1 suppliers to pass on the defined standards along the entire supply chain. This ensures that ethical, environmental, and social standards are cascaded down to lower-tier suppliers. The company actively engages with tier-1 suppliers to monitor and enforce the implementation of these standards, fostering a culture of responsibility throughout the supply chain.

#### Conclusion:

In conclusion, HAUK s.r.o.'s commitment to responsible supply chain management is a testament to its dedication to ethical, environmental, and social responsibility.