



SUSTAINABILITY STATEMENT HAUPT CHEMICALS

Haupt Chemicals, based in Austria, attaches great importance to responsible conduct with integrity. In doing so, we are guided by, among other things, two measures initiated by the United Nations: the Global Compact Initiative and the 17 Sustainable Development Goals (SDGs).

Holistic ethical behavior in the team, in dealing with customers and suppliers and with the environment influences daily actions in business operations. We break this down below according to three main criteria.

Economic sustainability

Profitability

The basic condition for all sustainability efforts is the profitability of the company. Only a good success of the company guarantees the preservation of jobs and social and ecological commitment.

Business ethics

As a reputable company, Haupt Chemicals offers its employees a secure job in a stable environment. In accordance with legal requirements, equal opportunities apply to all employees, regardless of gender and origin. Fair payment and expression of appreciation in form of bonuses and joint events promotes satisfaction and collegial cooperation. Home office - opportunities and a high proportion of women increase the attractiveness of the company for employees and create a family-friendly atmosphere.

Customers and suppliers are treated with respect. Within the possibilities of a medium-sized company to control this, only suppliers with fair working conditions in accordance with human rights are accepted.

Compliance

The legal requirements are fulfilled by our company to the best of our knowledge, new legislative regulations are pursued and implemented. Competition rules and anti-corruption laws are strictly respected and adhered to in the interests of a fair economic system. This attitude guarantees a positioning as a trustworthy and respected employer and trading partner. Reliability and honesty ensure our company the recognition of suppliers and customers and thus the financial basis for all further commitments. We live this as a corporate culture, without certification for it.

Social sustainability

Employees' rights

The employee rights applicable in Austria are respected in any case. Additional measures motivate the company's employees to show loyalty and high morale, and guarantee stable staff. The diversity in the range of colleagues increases the variance of ideas, which then makes it possible to bring in new perspectives in interest of the company.

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Health

The self-evident observance of the legal working hours and individual agreements make it possible to take the respective living conditions into account. The workstations are spatially generous designed and furnished in accordance with regulations.

Environment

Fair treatment and joint events of all colleagues ensure good and relaxed communication within the team. If desired and required, further training courses are made possible.

Ecological sustainability

Avoid environmental damage

As a chemicals trading company, we see it as our duty to comply with the prescribed regulations and recommendations for product safety and environmental protection, during transport and storage. To do this, we only work with trustworthy companies. The labeling and passing on of product information for safe handling are naturally part of this.

Resources

By switching to digital storage of most correspondence, we can reduce the need for paper. Well-organized transport processes are intended to avoid unnecessary truck rides and save fuel.

Recycling

Making our contribution to the recycling of raw materials is not only a natural handling, but also an inevitable necessity for the future. Paper, cardboard and various transport containers of the products are recycled, along with other materials.

Employee mobility

The location near a subway station in Vienna allows employees to reach the office by public transport. To reduce emissions in the context of commuter traffic, we enable home office days. Many international businessstrips can be avoided by increasing the use of online correspondence,

Summary/Conclusio

Every individual must strive to live sustainability, on the job and also in private. The opportunity to live sustainably is available to everyone in a variety of ways. Our company supports its employees to do this.

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