

Code of Conduct for Business Partners

Our business relationships are based on sustainable and mutually beneficial partnerships. Everything that we represent and value is also what we are looking for in our business partners. This includes compliance with international standards and guidelines on human rights, payment of taxes and customs duties, compliance with competition and antitrust laws, anti-corruption and money laundering, and compliance with all necessary regulatory authorisations. Compliance with export control regulations and non-violation of third party rights and laws protecting social and environmental standards. The principles are based on the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organisation (ILO) Conventions, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the Ten Principles of the UN Global Compact (UNGC). This includes:

- To protect the rights of children, not to tolerate any form of **child labour** and only employ
- persons who have reached the minimum age for employment as defined by the laws of the country of employment.
- Reject all forms of **forced labour**, including but not limited to human trafficking, torture and slavery or forced labour of any kind.
- Respect the fundamental right of workers to form and join **trade unions** of their choice.
- Recognise the right to **collective bargaining** to settle disputes over working conditions and the right to strike.
- Oppose all forms of **discrimination**, whether based on racial or ethnic origin, gender, age, nationality, social background, disability, sexual orientation, religious beliefs, human ideology or political or trade union activity. The same applies to any form of harassment.
- Uphold the **principle of equal pay for work of equal value** regardless of gender for comparable requirements and duties.
- Enforce the right to **fair working conditions**. This means fair wages and benefits that meet or exceed the rates defined by national or regional authorities, legal standards or other employment contracts. The statutory provisions on the minimum wage in the respective countries must be observed in addition to the applicable regulations on working hours, breaks and holiday entitlements.
- Meet or exceed national **occupational safety and hygiene standards** and take appropriate measures to meet occupational health and safety requirements to ensure healthy working conditions.
- Refrain from **unlawful clearances**. Also refrain from any unlawful **appropriation of land**, forests and waters through acquisition, development or other use.
- Refrain from hiring or **using private or public security personnel** where there is a risk that lack of instruction or control by the company could lead to violations of the prohibition of torture and cruel, inhuman or degrading treatment, endanger life and limb, or violate freedom of association.
- Make every effort to minimise risks to people and the environment and to protect the natural resources that support **food** production. All processes, operating sites and production resources used by our business partners must comply with the applicable legal requirements and standards for environmental protection.
- Active commitment to **climate protection**.
- **Water** should be used with due care. In regions where water is scarce, water withdrawals should be minimised and access to drinking water and sanitation should be provided. Wastewater quality standards must be defined and monitored within the framework and structure of the applicable legal and regulatory requirements.
- Comply, as a minimum, with applicable legal and regulatory requirements and the requirements of local authorities to protect **air and soil quality**.
- Minimise the impact of operations on the environment and use resources sparingly. **Avoid waste**, then recycle it and, as a last resort, dispose of it.

- Comply with [material regulations](#) (legal substance bans, restrictions and reporting requirements, in particular the ban on the manufacture of products containing mercury, the ban on the use of mercury and mercury compounds in manufacturing processes and the treatment of mercury waste under the Minamata Convention, the ban on the manufacture and use of certain chemicals under the Stockholm Convention on Persistent Organic Pollutants and the ban on the export of hazardous waste under the Basel Convention). export of hazardous waste in accordance with the Basel Convention.
- Make decisions based on objective considerations without being unduly influenced by [personal interests](#).
- Observe the rules of fair [competition](#) and comply with all applicable legal requirements.
- Refrain from forming [cartels](#) or engaging in concerted practices that intentionally or unintentionally seek to eliminate, restrict or distort [competition](#) within the meaning of antitrust laws or abuse a dominant market position.
- Comply with applicable [anti-corruption laws](#) and ensure that employees, subcontractors or agents do not offer, promise or grant any benefits to our employees in order to obtain a contract or other preferential treatment.
- Comply with [anti-money laundering](#) laws and properly comply with reporting requirements.
- Refrain from all activities that directly or indirectly contribute to the [financing of armed groups](#) .
- Ensure the [protection of personal data](#) and the security of all [business information](#) and personal data in all business processes in accordance with legal requirements and applicable data protection and information security laws.
- Comply with international [customs and export control regulations](#) to ensure a secure supply chain.
- Report [suspected cases](#) and violations of this Code.