



## **Code of Conduct for Business Partners and Employees**

Wernsing Food Family GmbH & Co. KG is a European family of companies made up of various organisations. This Code of Conduct is binding for all members of this corporate family. If you have received this document, we require you to adhere to these guidelines. As a result of your business relationship with a company within this group, you are part of this joint initiative. We thank you in advance for your commitment to respecting and promoting the values and principles of Wernsing Food Family.

### **Introduction**

The selection of our business partners and employees is based on more than purely commercial criteria. We also focus on environmental friendliness and the conservation of resources, promote compliance with human rights, labour and social standards and uphold anti-discrimination and anti-corruption standards.

This Code of Conduct describes the Wernsing Food Family's expectations towards its business partners and employees. For this reason, it is of crucial importance that all business partners and employees are familiar with these principles and requirements and act in accordance with them.

Respect and appreciation for each individual person are some of our most important values. We treat our employees and business partners with particular fairness and tolerance. Any form of discrimination or personal attacks on individuals by members of our company is contrary to our corporate principles and will not be tolerated.

We value reliability and honesty and stand by these principles. Each employee is responsible for their own behaviour and represents our company to the outside world through their actions and behaviour.

Our managers have a particular responsibility as role models. They are required to act as role models for our Code of Conduct and to guide employees to act accordingly.

## **Interactions with Employees**

The Wernsing Food Family respects and supports internationally recognised human rights. The Wernsing Food Family expects its business partners to respect the fundamental rights of employees in accordance with the applicable national laws. In addition, the Wernsing Food Family demands that the standards of the International Labour Organization (ILO) and the Business Social Compliance Initiative (BSCI) are recognised, taking into account the specific laws and legal forms in the various countries and locations.

### **Discrimination**

Wernsing Food Family expects its business partners and employees to promote equal opportunities and equal treatment and to reject discrimination in their human resources management processes. Each individual should be treated fairly, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation or belief.

### **Remuneration and Working Hours**

Wernsing Food Family expects its business partners and employees to comply with the applicable national laws regarding working hours. It is also expected that business partners will ensure that the remuneration of their employees complies with the relevant national laws.



## **Health and Safety**

Wernsing Food Family expects its business partners and employees to comply with all current national health and safety legislation. In addition, Wernsing Food Family requires its business partners to establish and implement an effective occupational safety management system. This includes the identification and containment of actual and potential occupational safety risks and the training of employees in order to maximise the prevention of accidents and work-related illnesses.

## **Child Labour and Forced Labour**

Wernsing Food Family requires its business partners and employees to reject and refrain from any form of child labour and forced labour.

## **Freedom of Association**

Wernsing Food Family requires compliance with the essential principles of freedom of association and strict adherence to all relevant laws in this context. The business partners and employees of Wernsing Food Family must respect employees' right to unionise.

## **Environmental Protection and Conservation of Resources**

Business partners and employees must comply with all relevant national environmental laws, regulations and standards, because Wernsing Food Family is committed to the responsible use of resources and expects the same from its business partners and employees.

Wernsing Food Family views environmental protection and resource conservation as a shared global responsibility. All business partners in the supply chain as well as employees are expected to actively shape sustainable and environmentally friendly business practices.

Proactive climate protection plays a very important role in this context. We expect our business partners and employees not only to comply with national environmental laws, regulations and standards, but also to actively contribute to reducing our carbon footprint. The corporate family considers the pursuit of global strategic goals, such as the definition of reduction targets (such as within the framework of the Science Based Target Initiative), to be a critical task.

## **Business Conduct**

### **Ban on Bribery and Corruption**

Wernsing Food Family expects its business partners and employees to demonstrate zero tolerance for corruption and to ensure compliance with the conventions of the United Nations (UN) and the Organisation for Economic Co-operation and Development (OECD) on combating corruption, as well as with the relevant anti-corruption laws.

In particular, business partners must ensure that their employees, subcontractors or representatives (m/f/d) do not offer, promise or grant any benefits in order to obtain a contract or preferential treatment in business transactions, whether to employees of Wernsing Food Family or to associated third parties.

### **Avoiding Conflicts of Interest**

Wernsing Food Family expects its business partners and employees to make decisions relating to their business dealings with Wernsing Food Family solely based on objective criteria. Conflicts of interest due to private interests or other economic or similar activities, including those involving relatives or organisations, are to be strictly avoided.



## **Fair Competition**

Wernsing Food Family expects its business partners and employees to behave fairly in competition and to comply with the applicable antitrust laws. Business partners and employees shall neither participate in agreements with competitors that violate antitrust law nor abuse any potential dominant market position.

## **Money Laundering**

The Wernsing Food Family expects its business partners and employees to comply with the relevant legal obligations to prevent money laundering and to refrain from participating in money laundering activities.

## **Gifts and Invitations**

The Wernsing Food Family expects its business partners and employees to refrain from misusing invitations and gifts to influence others. Invitations and gifts to employees of the Wernsing Food Family or persons close to them are only granted if the occasion and scope are appropriate and the scope of what is generally customary and reasonable is not exceeded. Similarly, the business partners shall not demand any inappropriate benefits from the employees of the Wernsing Food Family.

## **Quality Assurance**

Wernsing Food Family places the highest value on quality assurance in all aspects of its business activities. Business partners and employees are encouraged to actively participate in quality initiatives and ensure that products and services meet the highest standards. Collaboration regarding quality improvement is continuously being optimised in order to further strengthen and increase customer satisfaction with the Wernsing Food Family.

## **Confidentiality and Data Protection**

Wernsing Food Family is committed to protecting confidential information and personal data. Business partners and employees must protect the privacy and confidentiality of sensitive information. Compliance with data protection guidelines and the avoidance of any unauthorised release or disclosure are essential components of business relationships and employment practices.

## **Supplier Relations**

Wernsing Food Family expects its suppliers to communicate all the principles and requirements outlined here to their service providers and suppliers and to take these into account during the selection process. Suppliers shall encourage their business partners to comply with the above-mentioned standards on working conditions, human rights, prevention of corruption and environmental protection when fulfilling their contractual obligations.

## **Compliance with the Code of Conduct for Business Partners and Employees**

By entering into a business or employment relationship, the business partner or employee signals their agreement with this Code of Conduct.

Compliance with the principles and requirements of this Code of Conduct must be integrated into the business processes of business partners and employees. In addition, in the event of a reasonable suspicion of a breach, the business partners and employees agree to grant Wernsing Food



Family or its representatives access to all necessary factory premises in order to carry out audits and to allow them to inspect the necessary documentation.

Any breach of the principles and requirements set out in this Code of Conduct shall be considered a material breach of the contractual relationship. In the event of suspected non-compliance with the principles and requirements of the Code of Conduct, the Wernsing Food Family reserves the right to demand information about the circumstances in question. Furthermore, the Wernsing Food Family has the right to terminate individual or all contractual relationships with business partners and employees who demonstrably do not comply with the Code of Conduct or who do not aim for and implement improvement measures after the Wernsing Food Family has set them a reasonable timeframe in which to do so.

### **Dealing with Breaches**

In the event of breaches of the Code of Conduct or of ethical principles, the Wernsing Food Family encourages all those involved to contact the designated contact persons immediately. Internal and external representatives have been appointed for this purpose. Wernsing Food Family attaches great importance to promoting an open and discrete reporting system to deal effectively and fairly with potential breaches. The identity of those who report potential breaches is protected under data protection law and no sanctions will be imposed on those who report ethical concerns or breaches of the rules.

## Continuous Improvement Process

Effective implementation of a code of conduct requires mechanisms for continuous improvement. A regular review of the Code of Conduct serves to ensure that it complies with current legal requirements, ethical standards, and internal company guidelines. This process makes it possible to identify any deviations and adjust the Code of Conduct accordingly to ensure that it always meets the highest standards of ethical behaviour and corporate responsibility. The Code of Conduct is considered to be dynamic and constantly changing in order to adapt to changing demands and developments.

The Management Board

A handwritten signature in blue ink, appearing to read "Stefan Wernsing", is written over a horizontal line.

Stefan Wernsing