



**WERNSING
FOOD FAMILY**

together for good food

Policy Statement on Corporate Due Diligence in the Supply Chain

in the procurement of raw materials and
commodities as well as in indirect procurement



Wernsing Food Family Statement of Principle

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01

Preamble

Our European family of companies, the Wernsing Food Family GmbH & Co. KG (WFF), is built on core values such as respect and duty of care. They form the basis of our corporate philosophy and are expressed in sustainable business relationships and duty of care in our supply chain. These principles are binding for the companies of the Wernsing Food Family in Germany and Europe. These priorities have now also been confirmed in German law through the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), which comes into force in 2023.

Ecological and social aspects have always played a central role for the Wernsing Food Family.

Our guiding principle is “Sustainable business – shaping the future” and, as a food manufacturer, we see it not only as our responsibility but also as an opportunity to put this into practice in a solution-oriented way for the benefit of the environment and for future generations.

This commitment to sustainability permeates our entire value chain, from raw material sourcing and production to packaging and logistics. Our constant quest for optimisation leads to the efficient use of regional raw material sources and to improved processes that are both economically and ecologically beneficial.

Our social responsibility is reflected in the well-being of our employees, in the advancement of young people from the region and in long-term, trust-based business relationships. At the same time, we expect our employees, partners, and suppliers to share and implement our standards of respect and duty of care. This is how we actively shape the future of the Wernsing Food Family.



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Our core values

As a food manufacturer, we are very aware of our responsibilities and place social and ecological aspects at the forefront of our actions. This is embedded in our Code of Conduct, which has been in place for many years. We measure all our activities against this. Our employees, in particular our managers, are called upon to ask questions and to actively work for sustainable business and conscientious collaboration to prevent harm to all parties involved.

Under the guiding principle "growing together - learning from each other", we act in a socially responsible manner towards employees, business partners and society in general. This includes systematic vocational training, staff advancement and ongoing qualification through further education. We pay particular attention to long-term staff retention and to ensuring the employability of our employees, especially older colleagues. Our managers see it as their responsibility to recognise and promote the individual strengths of their employees and to encourage personal initiative.

The social commitment of the Wernsing Food Family is an integral part of our corporate philosophy. We believe in the relationship between social and economic goals, which is reflected in our respect and regard towards others, both internally and in our dealings with suppliers and society. In doing so, we promote uniqueness and potential and ensure diversity, tolerance, and equal opportunities, regardless of origin, gender, culture, sexual orientation, or physical and mental abilities.



03

Measures

We rely on software-based solutions to help us fulfill the extensive requirements of corporate due diligence in our supply chains innovatively, efficiently and with due care. These enable us to identify potential misconduct regarding environmental and human rights at an early stage.

We generate risk scores, based on publicly available data, that enable us to react quickly to possible violations by suppliers. If the allegations are confirmed, we work with the parties concerned to determine countermeasures and minimise negative effects. If necessary, this may also mean the termination of the supplier relationship. We also use this risk analysis tool when selecting new suppliers to assess potential violations of human and environmental rights. The results of the analysis flow directly into our decision-making on future supplier relationships.



We also demonstrate our commitment internally by training our employees about relevant issues in order to make necessary changes to our business processes. Our concept for preventing human rights and environmental violations is complemented by a number of other measures. For further information, please contact us at menschenrechte@wersing-food-family.com.



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Organisation

It is particularly important for us to ensure our compliance with environmental and human rights regulations in our supply chain. We have appointed a human rights officer to deal with these important issues in a structured way. This officer acts as a central point of contact for concerns and questions relating to the supply chain and coordinates implementation with the relevant departments.

Whether you are an employee, an external interested party, or a business partner - we cordially invite you to contact us. You can reach us by e-mail at menschenrechte@wernsing-food-family.com.

Our procurement departments are also specially trained to respond sensitively to relevant issues and identify risks and potential violations at an early stage. Your commitment helps us live our values and responsibility throughout the supply chain.





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Expectations

Integrity, fairness, and compliance with legal requirements form the basis for the sustainable activities of Wernsing Food Family GmbH & Co KG. They shape our corporate philosophy, and we expect the same commitment from our employees, partners and suppliers.

Our managers set an example and ensure that these standards are implemented.

We require our suppliers to comply with all national and international regulations. This includes:

- The prohibition of the employment of children under 15 years of age
- The prohibition of employment under coercive conditions, threats of physical and psychological violence or other unlawful acts



- The prohibition of practices similar to slavery, servitude, or other forms of domination or oppression in the workplace environment, such as extreme economic or sexual exploitation and humiliation
- Respect for occupational health and safety standards, especially with regard to the active or negligent endangerment of employees
- Respect for freedom of association, payment of at least the statutory minimum wage and the prohibition of unequal treatment on the basis of national, ethnic or social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or world view, unless this is justified by the requirements of employment
- The prohibition of practices causing harmful soil contamination, water contamination, air contamination, harmful noise emissions, or excessive water consumption which significantly impairs the natural basis for the preservation and production of food, denies a person access to safe drinking water, impedes or destroys a person's access to sanitary facilities, or harms a person's health
- The prohibition of unlawful eviction and the prohibition of unlawful deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which provides a person's livelihood
- The prohibition of hiring or using private or public security forces for the protection of the business project if, due to a lack of instructions or control on the part of the company, violations of applicable law occur in the deployment of these security forces
- The prohibition of any act or omission in breach of duty which is directly capable of impairing a protected legal position in a particularly serious manner and whose unlawfulness is obvious on reasonable consideration of all relevant circumstances.

In addition, suppliers must comply with international conventions such as the Minamata Convention on the Use of Mercury, the Stockholm Convention on the Production and Use of Chemicals, the POP Convention on the Handling of Waste, and the Basel Convention on the Export of Hazardous Waste.



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Outlook

We remain future-oriented in our approach to social and environmental sustainability.

We are aware that there are countries in which human and environmental rights are disregarded structurally or by the government. It is our declared goal not to procure products from these countries as long as these abuses exist. Based on the premise of consistent product quality and safety, we work together with our suppliers to continuously minimise this type of sourcing and at the same time to develop alternative solutions.

If you are interested in more information, we are looking forward to your visit to our homepage. You are also welcome to contact us directly by mail at menschenrechte@wernsing-food-family.com. Your interest inspires and motivates us.



Legal Notice:

This statement aims to comply with the requirements of §6 (2) of the German LkSG (Lieferkettensorgfaltspflichtengesetz - Act on Corporate Due Diligence Obligations in Supply Chains). All legal obligations have been implemented to the best of our knowledge and belief.

