

## Supplier Code of Conduct

### Content

<b>A.</b>	<b>Requirements for the general working conditions</b> .....	2
<b>I.</b>	<b>Safeguarding the personal integrity of the employee</b> .....	2
1.	Right to free choice of employment .....	3
2.	Right to decent working conditions .....	3
3.	Prohibition of child labour.....	3
4.	Working hours .....	3
5.	Appropriate remuneration .....	3
6.	Humane treatment .....	4
7.	Prohibition of discrimination and fair treatment .....	4
8.	Freedom of association .....	4
<b>B.</b>	<b>Requirements for the protection of employees' health and safety</b> .....	4
<b>I.</b>	<b>Safety in the workplace</b> .....	4
<b>II.</b>	<b>Establishment and maintenance of a regulated emergency plan</b> .....	5
1.	Measures to prevent occupational accidents diseases .....	5
2.	Health and safety at work .....	5
3.	Monitoring of physically strenuous activities.....	6
4.	Monitoring of safety risks caused by machinery.....	6
5.	Training of employees on safety in the workplace.....	6
<b>C.</b>	<b>Requirements for the animal welfare to be complied with Fehler! Textmarke nicht definiert.</b>	
<b>D.</b>	<b>Requirements for the protection of resources and the environment</b> .....	6
<b>I.</b>	<b>Compliance with regulatory approval and consent procedures</b> .....	7
<b>II.</b>	<b>Reduction of resource consumption and prevention of pollution</b> .....	7
<b>III.</b>	<b>Hazardous substances</b> .....	7
<b>IV.</b>	<b>Waste disposal</b> .....	7
<b>V.</b>	<b>Commitment to reduce emissions</b> .....	7
<b>VI.</b>	<b>Product and packaging materials</b> .....	8
<b>VII.</b>	<b>No pollution of rainwater allowed</b> .....	8
<b>VIII.</b>	<b>Environmental training for employees</b> .....	8
<b>E.</b>	<b>Duty to behave fairly in the market and to observe ethical principles</b> .....	8
<b>I.</b>	<b>Corporate integrity</b> .....	8
<b>II.</b>	<b>Transparency</b> .....	8

III. Intellectual property and industrial property rights .....	9
IV. Compliance with competition-related regulations.....	9
V. Protection to safeguard the confidentiality of whistleblowers' information .....	9
VI. Data protection.....	9
VII. Fair trade .....	9
VIII. Procurement of conflict minerals.....	9
F. Compliance with the Code.....	9
G. Liability.....	10
H. Contact person in our company .....	10
Confirmation .....	11

We stand for an enjoyable, responsible and healthy nutrition with meat. Our success is based on our fair and respectful behaviour towards people, animals and the environment, as well as our compliance with applicable law.

The basis for our own socially responsible behaviour towards people, animals and the environment within the value chain is the content of this Code of Conduct, but also the behaviour of the companies commissioned by us within the same value chain. Consequently, we also require all suppliers, distributors, consultants, minority shareholders, commercial agents and other business partners, hereinafter referred as "supplier", to ensure and be able to demonstrate to us that they themselves comply with the Supplier Code of Conduct, hereinafter referred as "Code", and also require comparable conduct from their own suppliers of goods and services. We seek a cooperative approach with our business partners to address and improve the situation where necessary and possible.

Should the applicable local laws impose stricter requirements than this Code, the respective stricter rules must be complied with and take precedence over the provisions of this Code.

Our supplier undertakes to make all reasonable efforts and take appropriate measures to comply with the objectives of this Code. We expect our supplier to use its best efforts to implement these standards with its own suppliers as well.

## **A. Requirements for the general working conditions**

### **I. Safeguarding the personal integrity of the employee**

The supplier supports the protection of internationally proclaimed human rights of employees and shall treat its employees with dignity and respect.

The supplier is committed to the applicable conventions of the international community, such as

- the Universal Declaration of Human Rights,
- the Guidelines on Children's Rights,
- the Guidelines für Entrepreneurial Action,
- the UN Guiding Principles on Business and Human Rights,
- the OECD Guidelines,
- the UN Global Pact, the recommendations of the International Labour Organisation (ILO),
- the UN Conventions on the Elimination of All Forms of Discrimination Against Women and on the Promotion of Gender Equality,
- the UNICEF Convention on the Rights of the Child,

- Code of Conduct Meat Industry,
- BSCI Code

as well as all principles and conventions of the international community on children's rights. All agreements at the level of the international community governing economic, social and cultural rights of people, as well as guidelines issued by the EU, in particular the EU Code of Conduct for Responsible Business and Marketing Practices in the food chain, shall be respected by the supplier.

### **1. Right to free choice of employment**

**a.** There shall be no forced physical, mental or economic labour. This includes all forms of slavery. The employment of employees must be voluntary.

**b.** Employees must be able to terminate employment in accordance with the law or the terms and conditions set out in the employment contract.

### **2. Right to decent working conditions**

**a.** The employee must be able to stop work at any time and have the right to leave the premises at the end of the normal working day.

**b.** There must be no unreasonable restrictions on entering or leaving the workplace.

### **3. Prohibition of child labour**

Child labour is prohibited. All principles and agreements at the level of the international community with the aim of protecting children from all forms of exploitation and the worst forms of child labour shall be respected. The supplier is obligated to comply at least with the ILO conventions on the minimum age for admission to employment. The respective applicable (legally standardised) compulsory education must not be hindered.

### **4. Working hours**

**a.** The applicable working time regulations shall be observed. Overtime must be voluntary and may only be worked by way of exception to the extent permitted by the applicable law in each case. Overtime pay shall be in accordance with the applicable law in each case. Overtime must not lead to a significant exceeding of the occupational risk.

**b.** In its role as employer, the supplier shall grant employees the right to rest breaks. Public holidays and leave shall be granted in accordance with applicable law and, where appropriate, in compliance with collective agreements and other applicable regulations.

### **5. Appropriate remuneration**

**a.** Employees must be paid a fair, equitable, competitive, full and timely wage. Deductions from wages as a disciplinary measure are unacceptable; under conditions prescribed by law or established by collective agreements, however, deductions are permitted. Remuneration paid to employees must comply with local laws, including but not limited to minimum wage, overtime, applicable collective agreements, approved industry standards, social security contributions, other social benefits and employee benefits established by law. The remuneration and other benefits must provide employees with a decent standard of living.

Prior to the commencement of employment of the employee, an employment contract must set out in writing - in a language understandable to the employee - the rights and obligations of the employee and of the supplier as employer, the remuneration, the payment provisions and other modalities essential to the employment relationship.

**b.** The use of temporary employees, the secondment of employees and the outsourcing of work must be in accordance with local legal requirements.

## **6. Humane treatment**

The supplier shall respect the personal dignity, personal rights and privacy of employees. Inhumane treatment is not permitted; this includes sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion as well as verbal attacks and mobbing or the threat thereof.

Hiring or using private or public security guards is prohibited if they could violate human rights due to lack of instructions or control by the supplier.

The above list is not exhaustive.

## **7. Prohibition of discrimination and fair treatment**

**a.** The supplier undertakes not to tolerate harassment or unlawful discrimination in hiring, remuneration, access to training, promotion, termination, retirement on the basis of, for example, nationality, race, ethnic or national origin, caste, religion, age, disability, gender, marital status, family responsibilities, social background, sexual orientation, union membership, political affiliations or views; in the event of any of the aforementioned instances of harassment or discrimination, the supplier undertakes to take immediate remedial action as permitted by law to prevent such a situation. Unequal treatment includes, in particular, the payment of unequal remuneration for work of equal value.

**b.** Suppliers shall not treat employees unequally in their hiring and employment practices, such as remuneration, promotion, and access to training opportunities. Examples include discriminatory practices based on: ethnic origin, religion, colour, age, gender, sexual orientation, ethnic affiliation, union membership, political views or marital status. This list is not exhaustive.

## **8. Freedom of association**

**a.** In accordance with local legal requirements, suppliers shall respect the right of all employees to form or join unions and/or works councils of their choice. The supplier shall recognise the right of its employees to freedom of association without prejudice or discrimination. The supplier shall not prevent employees' representatives from accessing or interacting with employees in the workplace.

**b.** Employees must be able to communicate openly and without fear of discrimination or reprisal, intimidation or harassment, and to raise ideas and concerns about working conditions and management practices.

## **B. Requirements for the protection of employees' health and safety**

### **I. Safety in the workplace**

The supplier is responsible for providing a healthy and safe working environment for its employees, ensuring the health and safety of its employees in the workplace.

1. The supplier shall put in place systems to detect, prevent or respond to potential risks to the health and safety of all employees. If the employee is exposed to potential safety risks, in particular due to chemical, biological or physical hazards, or hazards resulting from the infrastructure provided by the supplier, the supplier, as employer, shall eliminate these risks through appropriate countermeasures, in particular through technical and administrative control mechanisms, as well as preventive measures such as maintenance, safe working procedures and regular training of employees.
2. If it is not possible to eliminate the risks by means of the above measures, employees must be provided with suitable personal protective equipment (free of charge) and appropriate training materials for the use of this equipment.
3. Employees must have access to clean sanitary facilities and clean drinking water. They must have access to safe and clean dining and rest areas. They must have access to good ventilation and adequate lighting.
4. Special protective measures and a safe working environment must be provided for vulnerable persons such as, but not limited to, young or pregnant employees, young mothers or persons with disabilities.
5. Employees should be encouraged to voice their concerns about safety.
6. The supplier shall ensure that adequate medical care is available at the workplace, such as first aid, staff trained in first aid, or access to health care professionals, nurses or doctors.
7. Any accommodation provided by the supplier must be clean; it shall be safe, adequately ventilated and have access to clean sanitary facilities and clean drinking water. Fire safety and emergency evacuation plans in the accommodation must be (at least) of the same standard as in the working environment.

## **II. Establishment and maintenance of a regulated emergency plan**

The supplier undertakes to implement a system for reporting emergency situations and evacuation measures, to offer employees training courses and emergency drills, to provide suitable fire alarms and fire extinguishers, to maintain them regularly and to implement other measures that the supplier deems necessary.

### **1. Measures to prevent occupational accidents diseases**

Occupational accidents and diseases shall be prevented through appropriate procedures and systems. Effective procedures and rules shall be established for the treatment, review and reporting of occupational accidents or diseases.

To prevent potential hazards from materialising, suppliers shall ensure that systems are in place to identify, assess and address potential hazards to assure a safe working environment for employees.

### **2. Health and safety at work**

a. The potential risks associated, for example, with chemical, biological, ergonomic or physical risks and hazards (e.g. noise, cold, heat, electromagnetic fields, artificial optical radiation, explosive atmospheres) must be identified, assessed and monitored.

b. Appropriate monitoring measures and countermeasures shall be taken to avoid overexposure to agents.

c. If hazards cannot be eliminated by the above measures, employees shall be provided with suitable protective equipment.

### **3. Monitoring of physically strenuous activities**

The risks associated with physically strenuous work must be identified, assessed and monitored. This includes manual transport of materials, heavy lifting, standing for long periods of time and highly repetitive or strenuous work.

### **4. Monitoring of safety risks caused by machinery**

a. Risks that may arise from safety risks related to systems and machinery shall be identified, assessed and monitored.

b. If it is not possible to sufficiently eliminate risks through the aforementioned measures, suitable safety devices as well as interlocking devices must be installed and maintained accordingly.

### **5. Training of employees on safety in the workplace**

a. Employees are entitled to regular health and safety training.

b. Information on health and safety issues must be displayed in a prominent place in the facility.

### **C. Requirements for the animal welfare to be complied with**

Compliance with and promotion of animal welfare is an integral part of the corporate philosophy of the Premium Food Group.

When dealing with animals, each supplier and each transport company must in any case act within the framework of the relevant, nationally and internationally laws and regulations (in their respective applicable versions) with regard to the animal welfare to be complied with.

Animal welfare shall be respected and ensured throughout the supply chain in the manufacture of products of animal origin. Animals shall be healthy and maintained in good health. They shall be adequately cared for and housed in an animal-friendly environment. In the event of illness, they shall be given medical treatment. The use of antibiotics shall be as restrictive as possible and permitted in accordance with applicable national and international laws and regulations.

The Premium Food Group is happy to advise suppliers and transport companies on questions and uncertainties relating to the topic of "animal welfare". Among other things, a guideline on animal welfare is offered to support compliance with the requirements.

### **D. Requirements for the protection of resources and the environment**

The supplier acknowledges that the protection of resources and the environment is an essential part of our corporate culture. Environmental protection measures covering the entire product range and all production processes must be taken. The entire supply chain of the products, starting with the extraction of raw materials through development and production to packaging, disposal and recycling, must be taken into account.

The production and extraction of raw materials for manufacturing must not lead to the destruction of the resources and livelihoods of population groups, for example by claiming large areas of land or other natural resources on which such population groups depend.

## **I. Compliance with regulatory approval and consent procedures**

1. All necessary environmental permits, approvals and registrations must be obtained.
2. All regulatory, legal and operational requirements and reporting obligations must be complied with.

## **II. Reduction of resource consumption and prevention of pollution**

The supplier is obligated to assess its significant impact on the environment and the local community and to take the necessary measures to minimise its negative impact on natural resources, the local population and the environment. There shall be no form of environmental crime or reckless exploitation of resources. The consumption of resources (including water and energy) and the generation of waste must be reduced or avoided as far as possible.

The supplier shall comply with the prohibition of unlawful clearance and the prohibition of unlawful occupation of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which provides for the livelihood of a person. The supplier is obligated to respect the rights of indigenous peoples and local communities.

Environmental damage that may affect human rights is prohibited.

The supplier is obligated to comply with the Minamata Convention, the Stockholm Convention and the Basel Convention.

## **III. Hazardous substances**

The supplier shall identify and assess whether substances are used in production (e.g. chemicals) that pose a risk to health.

All areas of the production process must be taken into account. This includes, for example, transport, storage, processing, use, recycling and disposal. A hazardous substances register must be kept in accordance with the legal requirements. The labelling obligation for hazardous substances must be observed.

## **IV. Waste disposal**

1. Waste must be disposed of responsibly or recycled where possible.
2. The disposal of waste water shall be governed by applicable national and international laws.
3. The functioning of the waste water treatment systems must be routinely monitored.

## **V. Commitment to reduce emissions**

1. The release of substances (e.g. chemicals, corrosives, particulates, aerosols, combustion by-products) must be minimised and monitored in compliance with local legislation.
2. Existing waste gas purification systems must be regularly and professionally checked, maintained and, if necessary, replaced.
3. Greenhouse gas emissions are to be reduced and maintained to a minimum.

## **VI. Product and packaging materials**

1. The supplier must check in advance whether, for example, the use of special materials in products, packaging or in the production process is restricted or prohibited by laws, regulations or customer specifications; the supplier must observe such requirements.
2. The supplier must observe the labelling obligation for disposal and recycling.
3. The supplier must label hazardous product materials.

## **VII. No pollution of rainwater allowed**

1. The supplier must prevent the contamination of rainwater run-off. The supplier must ensure that no illegal discharges take place on the premises and that no spilled contaminated liquids enter the sewage system or the environment.
2. Relevant information must be displayed and the workforce must be informed accordingly.

## **VIII. Environmental training for employees**

1. Employees shall be trained on environmental compliance and shall be entitled to regular instructions in environmental protection.
2. Information on environmental issues must be clearly displayed in the facility.

## **E. Duty to behave fairly in the market and to observe ethical principles**

The supplier shall adhere to and behave in accordance with ethical standards.

### **I. Corporate integrity**

1. Any form of bribery, corruption, money laundering, extortion and embezzlement is prohibited.
2. The supplier shall ensure that its managers, employees, subcontractors or agents refrain from any kind of corruption, granting of advantages, bribery and corruptibility and implement appropriate mechanisms that prevent, monitor and indicate any kind of corruption, granting of advantages, bribery, corruptibility, money laundering, extortion and embezzlement.
3. The business processes must be transparent and correctly presented in the business records. The supplier is obligated to provide proper information on the owner, its partners or shareholders.
4. The supplier is obligated to avoid any kind of conflicts of interest.
5. The supplier is obligated to establish complaints mechanisms which are accessible to the employees.
6. The supplier is obligated to provide its employees with access to the complaints mechanism of the Premium Food Group (<https://pfg.integrityline.app/>).

### **II. Transparency**

All records must be filed correctly, and the relevant documents relating to this Code must be disclosed upon request by the Premium Food Group. Their structure and disclosure must comply with local

regulations and laws; in particular, the respective nationally applicable provisions on data protection must be observed.

### **III. Intellectual property and industrial property rights**

1. Intellectual property rights must be respected and protected.
2. The transfer of knowledge must be carried out in such a way that the intellectual property rights, all property rights and all sensitive data and intellectual property rights of third parties, in particular customers, employees of the supplier and other business partners of the supplier, are properly protected and secured (e.g. through the use of confidentiality agreements, encrypted transmission).

### **IV. Compliance with competition-related regulations**

The supplier shall comply with the rules of fair competition and undertakes to behave in accordance with the locally applicable anti-trust and competition legislation. In particular, it must not enter into any anti-competitive agreements with competitors, suppliers or customers. The supplier must not abuse a dominant or controlling position in the market.

### **V. Protection to safeguard the confidentiality of whistleblowers' information**

The supplier must take appropriate measures to protect whistleblowers and to preserve the anonymity and confidentiality of the information. The supplier must set up a transparent, barrier-free mechanism for whistleblowing. Employees should not have to fear reprisals under any circumstances.

### **VI. Data protection**

1. When using confidential data, privacy and security of business data, personal information and trade secrets shall be ensured.
2. The supplier is obligated to treat such secrets confidentially and not to pass them on to third parties without authorisation or to make them accessible to third parties without authorisation. The supplier shall ensure that its employees and its vicarious agents also comply with this obligation.
3. Legal, contractual and technical protection requirements shall be updated regularly.

### **VII. Fair trade**

The supplier is obligated to comply with international treaties and national laws and regulations on the control of international trade and financial transactions, such as the laws and regulations on import and export controls. The responsible employees must know, understand and comply with all applicable laws, regulations and directives.

### **VIII. Procurement of conflict minerals**

1. The supplier must purchase responsibly. This also refers to its due diligence to identify the extraction of conflict minerals from conflict regions. It must be ensured that the supplier's behaviour does not lead to financing armed groups in the countries of origin or promoting other serious human rights violations.
2. Monitoring activities must be disclosed upon request.

### **F. Compliance with the Code**

1. The supplier is obligated to demonstrate compliance with the regulations and requirements of this Code upon request by providing a self-disclosure on an annual basis or on an ad hoc basis.

2. In cases of suspected violations of this Code of Conduct, we are entitled - in consultation with the supplier - to conduct audits at the supplier's premises or have them conducted by external experts.

#### **G. Liability**

1. The supplier shall ensure the measures necessary for the implementation of this Code at its own expense.

2. The supplier shall provide us with information free of charge in order to enable us to monitor the supplier's compliance with this Code.

3. To the extent permitted by law, we shall not be liable for any damages, expenses, costs, etc. incurred by the supplier as a result of the implementation of this Code.

4. In the event of a breach of this Code by the supplier, the latter is hereby informed that we will decide in our sole discretion whether the business relationship will be terminated without notice by way of termination for cause under local law or an equivalent legal institution, as applicable, or whether, instead of termination without notice, we will require the supplier to remedy the breach within a reasonable period of time and to provide evidence that it has taken steps to minimise the risks posed by non-compliance with this Code and that the requirements of this Code will be implemented in the future.

#### **H. Contact person in our company**

We strive for a cooperative approach with our business partners to address and improve the situation where necessary and possible.

If you have any questions, comments or concerns about unlawful conduct, the contact persons in our company will be happy to help. The "Corporate Social Responsibility" department can be reached at the following e-mail address: [csr@premiumfoodgroup.de](mailto:csr@premiumfoodgroup.de).

January 2025, Rheda-Wiedenbrück

---

**Confirmation**

\_\_\_\_\_  
Name of the company

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Place, Date

\_\_\_\_\_  
Name, first name