

1. Our principles

As an innovative manufacturer of animal foodstuffs, we at DEUERER place considerable emphasis on the quality of our products and on the rigour and safety of our manufacturing processes. Our principles are also characterised by a requirement to assume responsibility for our activities when it comes to our employees, our business partners, society, the environment and future generations. This Code of Conduct specifies what we consider to be relevant in this regard. Compliance with this Code of Conduct is mandatory for us and compliance also forms a significant component of what we expect from our suppliers and business partners.

We thus require our contractual partners to confirm in writing that they will comply with the stipulations of our Code of Conduct.

2. Basis

The DEUERER Code of Conduct is based on international standards and guidelines. These include:

- The UN Universal Declaration of Human Rights
- The UN Convention on the Rights of the Child
- The conventions of the ILO (International Labour Organisation) of the UN, in particular the core labour standards of the ILO

We have also taken into account in our Code of Conduct the basic (business) code of ethics and the needs of animal, environmental and climate protection.

In addition, we strive to achieve certain targets for sustainability, such as the UN Sustainable Development Goals.

3. Compliance with legislation

A major aspect of our responsible and ethical conduct is conformity with regulations and laws.

For this reason, we have prepared 'Compliance Guidelines' for our employees that set out the principles, values and requirements that everyone must observe.

We also expect our business partners to observe all relevant national and local laws and regulations in full that are relevant to their business activities.

4. Product safety and quality

At DEUERER, we place major emphasis on the safety and quality of our products.

We expect the same from our suppliers. We thus require compliance with all legislation and guidelines that apply to product safety.

A certified quality management system must be in place.

At the very least, process documentation in which responsibilities for the following aspects are specified must be available:

- Compliance with all legislation and guidelines that apply to product safety
- Hazard analysis (based on the HACCP concept)
- Traceability per Regulation (EC) No. 178/2002 / No. 1935/2004
- Quality assurance
- Hygiene measures
- Crisis management

5. Human rights, labour and working conditions

5.1. Enforced labour

The use of enforced labour, compulsory labour and slavery is forbidden. There must be no such compulsion on workers. We additionally do not tolerate bonded labour and forced labour by detainees. Employees must at all times have the right to leave their places of work on completion of their work and to withdraw their labour on expiry of the specified notice period.

5.2. Child labour

No form of organised labour by children will be tolerated at any phase of production. Our business partners are required to comply with the ILO Minimum Age Convention, so that children are employed at the earliest from the age of 15 years. This may not negatively impact on the school education of the minors in question. Young employees aged 15 to 18 years are to receive special protection, particularly with regard to aspects of working conditions that might represent a risk to their health and/or safety.

5.3. Wages

Our business partners are expected to pay their workforce a reasonable rate of remuneration that is equivalent at least to the legally specified minimum wage or the customary rate of pay in the particular business sector of the country in question. Wages must be paid punctually, regularly and in full.

5.4. Working hours

Working hours may not exceed those specified in the legal regulations of the country in question or the customary working hours in the business sector in question. Standard working hours per week may not exceed 48 hours* (not including overtime). Employees may not be compelled to work overtime and are to receive a supplement to their normal pay for working overtime or are to be compensated in accordance with other acceptable rules.

5.5. Freedom of association and grievance mechanisms

Workers have the right to form trade unions, to associate together and join an association of their choice. The right to collective bargaining must be observed.

If the right to trade union activity is prohibited in a particular country, our business partners in that country will allow their employees to nominate certain representatives who, without fear of personal drawbacks, will be able to negotiate matters of interest to the workforce with the company. Individuals and collectives must have the right and the opportunity to express for consideration any grievances they may have.

5.6. Discrimination

Discrimination against/ostracisation of individuals among a workforce will not be tolerated. This applies in particular to discrimination for reasons of gender, age, religion, skin colour, social background, mental or physical disabilities, ethnic or national origin, sexual orientation, religious or political beliefs, marital status, pregnancy, family status or other personal characteristics. All employees must enjoy equal opportunities and equality of treatment. The personal dignity, private sphere and personal rights of each individual must be respected.

5.7. Abuse

No forms of physical ill-treatment, punishment or constraint, together with emotional, mental, sexual or physical harassment at the workplace will be tolerated. Threats of physical punishment and verbal abuse are similarly not acceptable. All forms of intimidation are prohibited.

5.8. Working conditions

Our business partners are expected to provide their employees with a safe and hygienic working environment that does not place their health at risk; they are to comply with the valid national health and safety regulations. If these are inadequate or poorly administered, the international standards that ensure that the workforce is provided with sufficient safety and protection must be applied. Vulnerable workers, such as young employees, new mothers, pregnant women and individuals with disabilities must be provided with special protection. Occupational safety systems must be employed to detect potential risks to the health and safety of workers so that suitable measures to prevent accidents and damage to health can be implemented. Workers must be regularly informed of and trained with regard to health and safety regulations. Access to drinking water and clean sanitary facilities must be provided. If accommodation is provided for workers, this must be safe, clean and compatible with health and also provide for the basic needs of the employees.

5.9. Employment relationships

Employment relationships must be suitably regulated and conform to the stipulations of national legislation and international labour standards. Employment relationships may not be such that their basis is insecure. On first joining a company, workers must be informed in detail and in an understandable form of their rights, obligations, working conditions, working hours and wage before starting work. Employment relationships designed to circumvent or avoid standard employment conditions, such as training programmes that do not lead to the acquirement of qualifications and seasonal work in which the rights of employees are invalidated, will not be tolerated. Social security cover must comply with legal requirements or the levels that are customary in the business sector in question.

6. Protection of the environment, resources and the climate

The business partners of DEUERER are expected to comply with current environmental protection legislation. Inter alia, this includes:

- The treatment and correct disposal of industrial effluent
- Appropriate handling of airborne emissions
- Appropriate handling of waste and hazardous substances
- Avoidance of the contamination of soil

We expect from our business partners that they take a precautionary approach to dealing with potential environmental pollutants and reduce as far as possible or avoid negative ecological effects of their activities, products and services. The responsibility towards the environment involves judicious use of raw materials, adjuvants and fuels and the frugal use of packaging and logistics materials. The use of natural resources should be minimised, energy efficiency continually improved and power requirements covered as far as possible by supplies of renewable energies.

We would very much welcome it if our suppliers were to make an active contribution to climate protection and significantly reduce their discharges of climate-relevant emissions.

7. Animal welfare

We expect our suppliers to comply at least with the legal requirements with regard to animal welfare and, if possible, to conform to supplementary animal protection standards.

8. Ethical business conduct

8.1. Integrity and corruption

No forms of corruption, extortion, bribery, embezzlement or the offering of unethical financial or other inducements will be tolerated. This applies in particular in the context of relationships with business partners, the media, the general public and public institutions. We expect our business partners to exhibit a high level of integrity.

8.2. Competition

Our business partners herewith undertake to refrain from activities that are in breach of fair competition and fair commercial trading. Current antitrust legislation must be complied with; there must be no agreements and other activities designed to unfairly influence prices or conditions.

8.3. Confidentiality and data protection

Personal data of principals, business partners, suppliers, customers, employees and consumers must be collected in accordance with the appropriate expectations of these groups. The stipulations of current legislation relating to data protection and securing of information must be observed when collecting, storing, processing and transferring personal data.

8.4. Intellectual property

Rights with regard to intellectual property must be respected. Intellectual property rights and customer information must be protected on the transfer of technology and know-how.

9. Scope of these requirements and implementation

This Code of Conduct is intended to apply at all premises and to all employees of our business partners, even if these have no employment contract, have fixed term contracts or work part-time only. We expect our business partners to put in place appropriate risk management measures along their own supply chains.

It should be possible to identify any risks of potential violations of the stipulations of this Code of Conduct so that appropriate measures to eliminate these can be initiated.

We reserve the right to use suitable means to verify compliance with our Code of Conduct.

If there is non-compliance with our Code of Conduct or compliance proves to be impractical or a business partner informs us of deviations from the corresponding requirements, we will grant the corresponding business partners the opportunity to introduce measures for the (sustained) elimination of deficiencies.

Should it prove impossible to make improvements or the business partner in question fails to observe basic values specified in this Code of Conduct, we reserve the right, as a final resort, to temporarily break off/terminate the business relationship or to assess the situation on-site.

DEUERER and its business partners will ensure that the corresponding sub-suppliers/subcontractors/pre-suppliers are informed of the contents of this Code of Conduct and comply with requirements.

We would welcome it if a common understanding of what constitutes social and environmental responsibilities, ethical principles and sustainable business practices was established along the complete supply chain.

10. Contact in the case of non-compliance

All violations of this Code of Conduct are to be reported.

If in-house violations are identified, the HR department, works committee or management directly can be contacted at any time. These will be responsible for dealing with the matter.

Date:

Signature:
