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date 01.01.24	Author Heine		

1. Human rights strategy in the company

We take responsibility for our company, our employees, and their families. Social standards and occupational safety, environmental protection and careful use of resources are mandatory for us. Data protection, compliance and anti-corruption are mandatory.

Our declared aim in purchasing is also to respect social and environmental standards in the supply chain and prevent their violation. These globalised supply chains pose the greatest human rights and environmental challenges for us.

Risks that arise when observing human rights have complex causes and relate to social risks, occupational health, and safety, working hours, wages, freedom of association and discrimination, as well as child and forced labour. This is why international standards and conventions are decisive for us.

At the same time, the production of food is very resource-intensive, and it is part of our self-image that these resources must be used sparingly for ecological reasons and to achieve climate targets.

In risk management and risk analysis, we endeavor to mitigate these risks through a systemic approach, apply suitable preventive measures and thus minimise the extent to which human and labour rights are violated worldwide, as well as the consumption of resources.

2. Risk management

Risk management is the responsibility of the Executive Board and Purchasing. Risk management concerns the relevant business processes in purchasing and is reviewed annually. It is subject to the continuous improvement process.

When managing the above-mentioned risks in our supply chains, we focus on supply chains outside Europe, which account for most of our imports and are not subject to EU laws.

Our guideline for business partners provides information and specifies which standards should be adhered to. In addition to performance and food safety aspects, new suppliers are selected according to aspects of social standards. We actively require our existing suppliers to comply with our guidelines. We reserve the right to conduct audits.

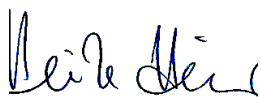
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3. Expectations

Our sustainable supply chain management is based on the principles of transparency, ethics and social responsibility. We expect our employees and suppliers to share these values and implement them in their daily work. This includes.

- Transparency and openness of business practices, as well as active disclosure of relevant information.
- Social responsibility in terms of fair working conditions, equal opportunities, and the protection of human rights.
- Environmental protection and sustainability efforts,
- Compliance with laws and standards
- Collaboration and innovation for continuous improvement.

For us, these expectations form the basis for partnership-based and sustainable cooperation within our supply chain.



Heike Heine



Olaf Richter