

Code of Conduct for Suppliers to Companies of IMA Dairy & Food Holding GmbH

This Code of Conduct defines the principles and requirements of companies of IMA Dairy & Food Holding GmbH, as well as those of suppliers of goods and services with whom business relations are maintained, with regards to their responsibility to humans, society and the environment. IMA Dairy & Food Holding GmbH reserves the right to modify this Code of Conduct as appropriate. In this case, IMA Dairy & Food Holding GmbH expects the suppliers to accept these reasonable changes.

IMA Dairy & Food Holding GmbH and the supplier hereby affirm:

- ❖ Compliance with the law
 - To comply with the laws of the respectively applicable jurisdiction(s).
- ❖ Prohibition of corruption and bribery
 - To not tolerate any form of corruption or bribery, or to get involved in it in any form, including any type of illegal influence upon the decision-making of agencies, officials or employee(s) of public or private bodies.
- ❖ Respect for the fundamental rights of the employee(s)
 - To respect the personal dignity, privacy, and personal rights of the employee(s);
 - To further equal opportunities and equal treatment of all employee(s) without regard to the colour of their skin, race, nationality, social origin, any disability, sexual orientation, political or religious convictions, as well as their sex or age;
 - To not permit or foster forced labour;
 - To not tolerate the unacceptable treatment of employee(s), such as physical duress, sexual and personal harassment or discrimination;
 - To ensure a fair and appropriate compensation, and especially to meet any legally prescribed national minimum wage;
 - To comply with the legally prescribed regime of working hours of the respective country;
 - To acknowledge the employee(s) freedom of association within the scope of applicable law, and to neither favour nor discriminate against the members of workers' organisations or labour unions.
- ❖ Prohibition of child labour
 - To not employ employee(s), who are not at least 15 years of age. In countries, which are covered by the exception for developing countries as per ILO Convention 138, the minimum age may be reduced to 14 years.
- ❖ Health and safety of the employee(s)
 - To accept responsibility for the health and safety of their employee(s);
 - To minimise risks and to adopt precautionary measures against accidents and occupational illness;
 - To offer training and to ensure that all employee(s) have understood the necessary knowledge regarding the topic of occupational safety;
 - To deploy and implement a health and safety management system in accordance with OHSAS 18001, or equivalent.
- ❖ Protection of the environment
 - To observe environmental protection in respect of legal norms and international standards;
 - To minimise environmental pollution, and to continuously improve environmental protection measures;
 - To deploy and implement an environmental management system in accordance with ISO 14001, or equivalent.

❖ Supply chain

- To ensure and foster the compliance with the content of this Code of Conduct with their suppliers as best possible;
- To comply with the principles of non-discrimination when selecting suppliers and in their dealings with their own suppliers.

Name

Signature

City

Date