

Code of Conduct for Suppliers

Preamble

As a globally active company, the heristo group of companies is committed to respecting human rights and protecting the environment. In doing so, we are committed to, among other things, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration of Principles concerning Multinational Enterprises, the principles of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises. We support the United Nations 2030 Agenda for Sustainable Development and the other national and international conventions listed in Annex 1 of the Supply Chain Duty of Care Act and are committed to ensuring compliance with social and environmental standards in supply chains.

The Code of Conduct on Corporate Due Diligence in the Supply Chain (CoC for short) defines the non-negotiable minimum standards that supplier companies must observe and comply with in business transactions with companies of the heristo group of companies.

1. Due Diligence & Risk Management

As a standard requirement, we expect companies with which we have business relationships, their producers and subcontractors to comply with the fundamental social and environmental standards of this Code of Conduct and to comply with all national and international labour, social and environmental laws. They apply to all employees, regardless of whether they are directly or indirectly employed by our partner companies and regardless of the contractual basis of this employment. The basic principles of this Code represent the absolute minimum, not the maximum, of protection and support of fundamental rights for workers and for the environment. Whenever the provisions of national and international laws, specific industry standards, applicable collective agreements and this Code address the same issue, the provision that provides the greater protection for workers or the environment shall apply.

Suppliers are obliged to pass on the requirements of the CoC to their workers and, if applicable, to their suppliers and to implement them by means of suitable contractual regulations, to support the implementation and to carefully check compliance. This requires close and continuous communication and cooperation with the upstream supplier companies.

1.1. Management practice

The social and environmental standards defined in this Code shall be recognised by the management of all partner companies. Employees shall be informed of the contents of this Code and applicable national/international laws in a manner accessible to them, including the provision of all information in their local language and, in the case of illiteracy, through oral instruction and training. For compliance with all requirements under this Code and under national/international laws, partner enterprises shall implement an appropriate management system, including the designation of competent personnel, the definition of processes and adequate documentation to demonstrate compliance with this Code and national/international laws. In addition, a relevant risk assessment and training of relevant staff shall be conducted to support a continuous improvement process.

1.2 Bribery/corruption

Bribery and deception attempts will not be tolerated and will lead to termination of the business relationship. All supplier companies are encouraged to establish their own anti-bribery and anti-corruption policy.

1.3 Reporting of violations

Suppliers are obliged to report breaches of this CoC. All indications of a violation will be followed up while preserving the anonymity of the whistleblowers.

1.4 Audits

The heristo group of companies reserves the right to verify the standards required in this CoC itself or through commissioned third parties.

The companies of the heristo group of companies are entitled to request all necessary data and information for the implementation of this CoC and for ensuring their own due diligence from the supplier companies at any time and/or to verify them on site.

2. Human rights & working conditions

2.1 Forced labour

Employment must be voluntary. Companies working with us must not use any form of forced labour, servitude, slavery or other forms of involuntary labour. Workers must not be subject to any regulation that restricts their personal freedom of movement. Employers shall not require workers to deposit money or identification with the company. Workers shall be free to leave the enterprise in which they are employed upon reasonable notice in accordance with applicable law.

2.2 Child labour and juvenile workers

Child labour is not permitted. The minimum age for admission to work shall not be less than the age of completion of compulsory education and shall in no case be less than 15 (or 14 if permitted by national law in accordance with ILO Convention 138) years.

Youth workers are workers between 15 and 18 years of age. If they are subject to compulsory schooling, it must be ensured that they only work outside school hours. In no case may a juvenile employee's school hours, working time and transport time total more than ten hours a day, and in no case may juvenile employees work more than eight hours a day. Adolescent workers shall also not work at night and shall not perform work which, by its nature or the circumstances in which it is performed, is likely to impair or endanger the health, safety or morals of adolescents. National regulations for the protection of juvenile workers shall be complied with.

2.3 Discrimination

Ensure that all workers are treated equally and with dignity and respect, and that they have equal opportunities. Discrimination on the basis of gender, age, religion, race, caste, social background, disability, ethnic and national origin,

nationality, membership of employee organisations including trade unions, political opinion, sexual orientation, family responsibilities, marital status or other personal characteristics is prohibited.

2.4 Disciplinary measures

Any form of physical, psychological, sexual, verbal or other harassment, abuse or discipline or any other form of intimidation is prohibited. Disciplinary measures may only be taken in accordance with national laws and internationally recognised human rights. Arbitrary punishments, especially in cases of illness or pregnancy, are prohibited.

2.5 Employment contracts

All employees must be informed of the rights and conditions of their employment in a comprehensible manner. Our partner companies are required by law to provide their employees with written employment contracts and to comply with applicable law.

2.6 Wages and remuneration

The wage paid for standard working hours shall at least meet statutory, industry minimum standards or applicable collective agreements, whichever is higher. Employees shall receive at least all legally required benefits. All overtime must be compensated with bonuses in accordance with legal, industry or applicable collective agreement standards. Employees must be provided with complete and understandable information in writing about the composition of their wages, including deductions, overtime pay and fringe benefits. Deduction of wages as a disciplinary measure is not permitted.

2.7 Working hours

Working hours must comply with applicable law and industry standards, whichever is stricter. In no case may workers be required to work more than 48 hours per week on a regular basis. Overtime must be voluntary, must not exceed 12 hours per week and must not be required on a regular basis. Employees are entitled to at least one day off after six consecutive working days. Exceptions to this rule are only permitted if both of the following conditions are met: a) national law permits working hours in excess of this limit; and b) a freely negotiated collective agreement is in force which permits averaging of working time, including adequate rest periods.

2.8 Health & Safety

Employees shall be provided with a safe and hygienic working environment. Occupational safety procedures shall be promoted to prevent accidents and injuries while working or operating the farm's equipment. These work safety drills and procedures shall be communicated to and regularly trained with workers and subcontractors. Clear rules and procedures must be established and followed. In particular, the provision and use of personal protective equipment, access to clean sanitary facilities and drinking water must be ensured. The same guidelines apply to all social facilities and accommodation for workers, if provided by the company. All workers must have the right to remove themselves from situations of significant danger without seeking permission from the company. The company complying with the Code shall assign a senior person with responsibility for health and safety and shall involve workers in the analysis of health risks and hazards.

2.9 Freedom of association and collective bargaining

The right of workers to establish and join workers' organisations, including trade unions of their choice, and to bargain collectively shall be recognised. In situations and countries where the rights to freedom of association and collective bargaining are restricted by law, alternative means of independent and free association and collective bargaining shall be permitted. Protect workers' representatives from discrimination, harassment, intimidation or retaliation. They shall be granted free access to workers to ensure that they can exercise their rights in a lawful and peaceful manner.

2.10 Rights of local communities

Suppliers shall respect applicable local, national, international and traditional land, water and resource rights, in particular those of indigenous communities. Where legally permitted land use changes are made or water or resources of local communities are consumed or affected, supply companies shall obtain the free, prior and informed consent of the affected communities and document this process. Unlawful evictions are not permitted.

3. Climate & Environmental Protection

3.1 Climate protection

All partner companies are required to reduce their greenhouse gas emissions. The continuous improvement process with regard to the reduction of their own emissions is a priority. The business partners also check the avoidance of emissions along their value chain.

3.2 Environmental protection

Companies that have a business relationship with heristo aktiengesellschaft must comply with all applicable laws and international regulations for the protection of the environment. In addition, they undertake to work continuously on minimising environmental pollution. In particular, this means: preventing the release of hazardous substances into the environment; complying with environmental standards for wastewater treatment, emissions and waste management; properly labelling and safely storing chemicals and other hazardous substances; improving energy efficiency; and minimising the use of natural resources (including water, mineral resources, agricultural raw materials and fossil fuels).

Suppliers shall ensure that all required environmental permits and approvals are in place, up to date and followed.

As a supplier company of the heristo group of companies, we assure you that we will implement all requirements of this CoC to the best of our knowledge and will inform you immediately of any possible violations.

Date

Signature Supplier