

Policy statement on the human rights strategy of the heristo group of companies

1. commitment to respect human rights and environmental obligations

As a family-run group of companies, heristo is primarily active in the meat processing, delicatessen, pet food and food wholesale and export sectors in the German and international markets. As an internationally active company, we are aware of our responsibility within our supply chains. Our reliable business partnerships are part of our success. We rely on long-term partnerships that enable us to work closely with our suppliers. As a group of companies, we are committed to strengthening human rights, preventing human rights violations and minimizing negative environmental impacts. This commitment applies both to our own business activities and to our supply chains.

In addition to the relevant national laws, the heristo group of companies bases its business activities on the following internationally applicable standards and guidelines (exemplary list):

- the Universal Declaration of Human Rights of the United Nations (UN)
- the United Nations Guiding Principles on Business and Human Rights (UNGPs)
- the conventions and recommendations of the International Labor Organization (ILO) on labor and social standards
- the principles of the United Nations Global Compact (UNGC)
- the UN Convention on the Rights of the Child
- the UN Convention on the Elimination of All Forms of Discrimination against Women
- the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises
- as well as the relevant national laws for the protection of the environment and other international conventions for the protection of the environment relevant to our activities.

2. human rights strategy of the heristo group of companies

The heristo Group regularly examines where there are particular risks of human rights violations and / or environmental violations both in its own business area and in its supply chains. In doing so, we rely on international risk assessment systems that take into account the country risk as well as the industry risk and the individual risk.

We have identified the following abstract priority risks for our supply chains:

- non-compliance with the ban on child labor (ILO Conventions 138 and 182)
- non-compliance with the ban on forced labor (ILO Conventions 29 and 105)
- the lack of health and safety at work (ILO Convention 155)
- unequal treatment of all employees (ILO Conventions 100 and 111)
- inadequate remuneration for work performed that is below the statutory minimum wage (ILO Conventions 26, 95 and 131).

We derive recommendations for action for our suppliers from the results of the specific risk analyses and strive to minimize the risks with various measures. Suppliers who are required for our products and services and with whom the companies of the heristo Group have a supply relationship are contractually obliged to comply with minimum requirements in particular, such as international and national laws and the core labor standards of the International Labor Organization (ILO) at their own premises and in their supply chain. Our expectations of suppliers are set out in detail as minimum requirements in our Code of Conduct (CoC) for suppliers.

Many challenges, particularly in international supply chains, require cooperation with other players. We are involved in various associations that aim to further develop entire industries.

We also work with various auditing and certification organizations in order to gain as broad a view as possible of our own business areas and our supply chain.

The heristo Group expects all employees to comply with applicable laws and human rights conventions as well as environmental obligations. To this end, the heristo Group conducts training courses in the relevant business areas.

Violations will not be tolerated and will be consistently pursued. They can have legal consequences, including the termination of business relationships.

The heristo Group has installed a comprehensive complaints procedure which employees and third parties can use at any time to report violations of human rights and applicable law, among other things.

We also demand access to a complaints procedure in our supply chains.

3. responsibilities for human rights due diligence at the heristo group of companies

The Management Board of heristo aktiengesellschaft is responsible for the implementation of and compliance with this declaration of principles on respect for human rights. The management monitors the operational implementation of the declared corporate principles in the various divisions of the Group.

The Group's sustainability department and the purchasing departments play a particularly important role in implementing human rights due diligence in the supply chains. Both departments ensure the key implementation measures of this strategy.



4. future

For the heristo Group, respect for human rights is an important contribution to achieving the United Nations Sustainable Development Goals (SDGs) and an integral part of our sustainability strategy. We are aware that the implementation of human rights due diligence in our own business activities and in supply chains is an ongoing process. We will regularly scrutinize our processes and adapt them if necessary.

In future, we will provide regular and transparent information on implementation and strategic developments as part of our sustainability reporting.

Bad Rothenfelde, 01.11.2023

O. Risken

T. Determann

C. Schröder

M. Sodeikat