

Supplier Code of Conduct

Basic principles for fair and responsible cooperation.

Purpose	Basic principles for responsible, fair and sustainable business conduct.
Scope	Suppliers, service providers and other business partners of Dried Ingredients Int GmbH.
Responsibility	Management / Quality Management / Purchasing
Version	Draft 3.1 07 June 2026

1. Preamble and Scope

Dried Ingredients Int GmbH (hereinafter referred to as "Dried Ingredients") conducts its business in accordance with the principles of compliance, integrity, fairness and respect. We expect the same core values from suppliers, service providers and other business partners.

This Supplier Code of Conduct sets out binding minimum requirements for cooperation. The business partner undertakes to comply with all applicable laws, regulatory requirements and the requirements set out below. Compliance with these requirements is an essential basis of the business relationship with Dried Ingredients.

The requirements apply to the business partner's own operations and employees. The business partner must communicate internally the provisions relevant to its activities. Within the scope of its actual influence, it must also endeavour to ensure that direct subcontractors and upstream suppliers engaged by it observe comparable standards.

Where national laws, regulatory requirements or contractual obligations contain stricter provisions, those stricter provisions must be observed.

2. International Principles and Core Values

The requirements of this Supplier Code of Conduct are based in particular on the following internationally recognised principles:

- international human rights conventions, in particular the United Nations Universal Declaration of Human Rights;
- the conventions of the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work; and
- the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

The following core values apply in particular to our cooperation:

- **Compliance:** Laws, permits and regulatory requirements are observed.
- **Integrity:** Decisions and actions are honest, reliable and transparent.
- **Fairness:** Employees and business partners are treated fairly and without unlawful discrimination.
- **Respect:** The dignity, rights, privacy and personal safety of every individual are respected.

3. Human Rights, Equal Treatment and Respectful Conduct

All people must be treated with dignity, respect and fairness. The business partner respects internationally recognised human rights and prevents conduct that violates human rights within its area of responsibility.

Discrimination is prohibited. No person may be disadvantaged, in particular on the grounds of origin, nationality, skin colour, gender, age, religion or belief, disability, illness, sexual orientation, marital status, political opinion, social background or trade union membership.

Decisions concerning recruitment, remuneration, training, promotion and termination of employment must be based on objective criteria such as qualifications, performance and operational requirements.

Harassment, sexual harassment, insults, intimidation, violence, corporal punishment and bullying are not tolerated. Employees' privacy must be respected.

4. Prohibition of Child Labour, Forced Labour and Human Trafficking

Child labour is prohibited. The statutory minimum age for employment must be observed. Hazardous work must not be carried out by persons under the age of 18. Where there is doubt about a person's age, the business partner must carry out an appropriate age verification.

Forced labour, slavery, human trafficking, debt bondage and any other form of involuntary labour are prohibited. Employees must not be compelled to work through violence, threats, debt or the withholding of identity documents, wages or personal belongings.

Employees must be free to leave the workplace outside working hours and to terminate their employment in accordance with statutory or contractual notice periods.

Where national regulations or ILO standards provide a higher level of protection, the higher standard must be applied.

5. Fair Working Conditions and Employees' Rights

The business partner pays at least the statutory minimum wage, mandatory social benefits and, where applicable, legally required supplements. Wages must be paid in full, transparently and on time. Unlawful wage deductions are prohibited.

Working hours, breaks, rest periods, leave and overtime must comply with statutory requirements. Overtime must not be imposed on a permanent basis.

Employees must receive clear and understandable information about their essential terms and conditions of employment. The business partner promotes equal opportunities and provides the necessary induction and training where appropriate.

Freedom of association and the right to collective bargaining must be respected. Employees must not be disadvantaged because of lawful trade union membership or employee representation.

6. Health, Safety and Emergency Preparedness

The business partner must provide a safe and healthy working environment and comply with all applicable occupational health and safety requirements.

Workplace risks must be identified regularly and reduced through appropriate technical, organisational and personal protective measures. Machinery, equipment, workplaces and accommodation must be safe and maintained in an appropriate condition.

Employees must be clearly informed about hazards, safe working practices and emergency measures and must receive appropriate training where required. Necessary personal protective equipment must be provided free of charge and in a suitable form.

First aid, fire protection, safe escape routes and appropriate emergency and evacuation procedures must be in place. Occupational accidents and dangerous incidents must be investigated, and necessary corrective measures must be implemented and documented.

7. Environmental Protection and Responsible Use of Resources

The business partner complies with all applicable environmental laws, permits and regulatory conditions.

The significant effects of the business partner's activities on the environment and health must be assessed regularly. Identified risks and avoidable impacts must be reduced through appropriate measures.

Energy, water, raw materials and packaging materials must be used sparingly and responsibly. Waste, wastewater and emissions must be avoided or reduced wherever possible and must always be handled or disposed of properly.

Chemicals, plant protection products, cleaning agents, fuels and other hazardous substances must be labelled, stored safely and used as intended. Soil, water and air must be protected against avoidable contamination.

Environmental incidents with significant consequences must be contained without delay, reported in accordance with applicable requirements and prevented from recurring through appropriate measures.

8. Integrity and Fair Business Practices

Corruption, bribery, fraud, extortion, embezzlement and other unfair business practices are prohibited.

Money, gifts, invitations or other benefits must not be offered or accepted where this could result in improper influence or create the appearance of such influence.

Conflicts of interest that may influence business decisions must be disclosed to Dried Ingredients. Applicable rules of fair competition must be observed.

Business information, invoices, supporting evidence and other documents must be complete, accurate and traceable. Agreements with Dried Ingredients must be honoured, and material circumstances that may affect the cooperation must be disclosed openly.

Deliberate misinformation, threats, improper pressure or coercion in business dealings are prohibited. Company property, confidential information or a person's position must not be used for personal gain or to the detriment of others.

The selection and engagement of the business partner's own suppliers, service providers and other business partners must be based on objective and transparent criteria. Business partners known to have committed serious violations of fundamental human rights, labour, environmental or integrity standards, and where no appropriate remedial action has been taken, must not knowingly be engaged.

9. Reliability towards Customers and Business Partners

The business partner reliably fulfils agreed requirements regarding quality, quantity, deadlines and documentation. Commitments and contractual obligations must be honoured. Deviations, delays or risks that may affect a delivery or service must be communicated to Dried Ingredients immediately and transparently.

Long-term business relationships are based on integrity, trust and transparent communication. Business transactions must not be obtained through misleading statements, questionable practices or the concealment of material facts.

10. Confidentiality, Data Protection and Privacy

Confidential information, trade secrets and personal data must be protected against unauthorised access, loss and misuse.

Personal data may be collected, used, stored or disclosed only for legitimate business purposes and in accordance with applicable data protection laws.

The privacy of employees and other affected persons must be respected.

11. Complaints and Protection against Retaliation

The business partner must enable employees and other affected persons to report concerns or possible violations without fear of disadvantage. Reports must be reviewed confidentially, impartially and within a reasonable period of time.

Persons who report a concern in good faith or assist with an investigation must not be disadvantaged, intimidated or punished. Confirmed violations must be stopped and appropriate remedial action must be initiated.

Reports may also be submitted to Dried Ingredients using the following contact details:

- Janine Ossowski: j.ossowski@dried-ingredients.de | Telephone +49 40 209334800
- Jan Witte: j.witte@dried-ingredients.de | Telephone +49 40 209334800
- By post: Dried Ingredients Int GmbH, Equal Opportunities Officer, Am Windhuk Kai 5, 20457 Hamburg, Germany
- Employees of Dried Ingredients may also use the internal reporting and complaints box at the site.

Reports are handled carefully and confidentially. Affected persons may also contact a person they trust.

12. Implementation within the Business Partner's Operations and Direct Business Relationships

The business partner must effectively integrate the requirements of this Supplier Code of Conduct into its operational processes. A responsible person or function must be appointed for this purpose.

Employees relevant to implementation must be informed of the requirements and trained where necessary. The business partner must maintain appropriate records that allow implementation to be verified.

Identifiable risks and violations within the business partner's own operations must be assessed, prevented or stopped. The business partner must inform Dried Ingredients without delay of serious violations or material risks to people, health or the environment that may affect the business relationship.

Comparable requirements must be communicated to direct subcontractors and upstream suppliers that are material to the services provided to Dried Ingredients. Compliance must be reviewed appropriately within the scope of the business partner's actual influence and according to the relevant risk.

13. Evidence, Verification and Corrective Action

Upon reasonable request, the business partner must provide Dried Ingredients with appropriate information and evidence demonstrating compliance with this Supplier Code of Conduct. This may include, for example, self-assessments, policies, training records, certificates or action plans.

Where there are specific indications of significant risks or violations, Dried Ingredients may, following reasonable prior notice, conduct a proportionate review itself or through an appointed independent third party. Data protection, trade secrets, safety and legitimate confidentiality interests must be taken into account.

The business partner must cooperate transparently with any investigation. Identified deviations must be assessed without delay and remedied within an agreed reasonable period. Upon request, an action plan setting out responsibilities, deadlines and appropriate evidence must be submitted.

In the event of immediate danger or serious violations, protective and remedial measures must be initiated immediately. In cases of serious, intentional or repeated violations, false statements, refusal to cooperate appropriately or unwillingness to take remedial action, Dried Ingredients may suspend orders, withhold new orders or terminate the business relationship.

14. Confirmation by the Business Partner

The business partner confirms that it has received, read and understood this Supplier Code of Conduct. It undertakes to comply with the requirements described herein within its own area of responsibility, to take appropriate measures for their implementation and to provide reasonable support to Dried Ingredients in justified reviews and corrective actions.

Company / Supplier

Name and Position

Place / Date

Signature / Company Stamp