

**Supplementary agreement to the supply framework agreement**  
**Code of conduct for business partners**  
- Corporate due diligence in the supply chain –

**Preamble**

We, Farüchoc Schokoladenfabrik GmbH & Co. KG, are aware of our special social responsibility. Farüchoc Schokoladenfabrik GmbH & Co KG attaches great importance to responsible long-term value creation and compliance with all national and international legal regulations. When purchasing raw materials, goods and services, Farüchoc Schokoladenfabrik GmbH & Co. KG therefore expects its business partners to adopt a sustainable approach that ensures environmental protection, fair treatment of employees and compliance with health and safety at work. The basic requirements of Farüchoc Schokoladenfabrik GmbH & Co KG for all (contractual) partners are set out in this Code of Conduct for Business Partners. The principles are in line with the "Sedex-Standards", the fundamental principles and rights of the International Labor Organization (ILO) and the ten principles of the United Nations Global Compact (Davos, 1999). Farüchoc Schokoladenfabrik GmbH & Co. KG also endeavors to exceed these minimum standards whenever possible.

**A) Which laws must be complied with?**

**1. Compliance with laws**

All business partners of Farüchoc Schokoladenfabrik GmbH & Co. KG must comply with national and international regulations, in particular labor and social laws, regulations and laws on product safety and environmental protection regulations. Employment contract agreements or comparable measures may not circumvent this Code of Conduct.

**B) Which social standards must be complied with?**

**2. No child labor**

Child labor and any exploitation of children and young people is not tolerated in accordance with ILO Convention No. 138. The minimum age of employment may not be below the age at which compulsory education ends. Under no circumstances may employees be younger than 15 years of age, unless exceptions recognized by the ILO apply. If business partners employ young workers, they must ensure that (a) the nature of the work does not have a negative impact on their safety, health, development or morale; (b) their working hours do not interfere with participation in vocational training programs recognized by competent bodies. If different regulations apply in parallel, the one that provides the highest level of protection and safety for employees shall apply.

**3. No forced labor**

All forms of forced and compulsory labor in accordance with ILO Convention 29, debt bondage, serfdom or work by enslaved persons are not tolerated. No employee may be forced to work directly or indirectly through violence or intimidation. Employees have the right to terminate their employment relationship.

**4. No discrimination**

According to ILO Convention 111, no discrimination of any kind is tolerated in employment and/or occupation. In particular, any distinction, exclusion or preference based on race, color, sex, age, creed, political opinion, membership of a workers' organization, physical or mental disability, marital status, ethnic or social origin, nationality, sexual orientation or other personal characteristics is prohibited.

## **5. Wages and social benefits**

Business partners are obliged to pay their employees at least the statutory minimum wage or, if higher, on the basis of industry standards approved in collective bargaining. Business partners shall respect the right of their employees to adequate remuneration that is sufficient to enable them and their families to live in dignity in accordance with ILO Convention 131 and shall provide the statutory social benefits. Remuneration must be paid on time, regularly and in full in a legal tender. In addition to the regular wage, overtime must be paid at the legally prescribed rates. Where accommodation is provided, it must be clean and safe and meet the basic needs of employees.

## **6. Regulated working hours and written employment contracts**

Employees do not work longer than the legally permitted working hours and legally regulated working hours. Rest days are observed. Employees must be granted a rest period of 24 hours within a period of 7 days. As a rule, the average daily working time of 8 hours and the average weekly working time of 48 hours may not be exceeded. The business partners guarantee the written documentation of the working conditions (e.g. start and duration of the employment relationship, working hours, wages and bonuses) of their employees and the employees of their contractual partners.

## **7. Freedom of association and the right to collective bargaining**

All employees have the right to join and form associations of their choice and to bargain collectively at any time within the framework of the applicable national laws and in accordance with ILO Conventions 87 and 98.

## **8. Prohibited disciplinary measures**

Disciplinary measures against employees may only be taken in accordance with the applicable national and international regulations. Inappropriate disciplinary measures must be avoided, such as the unlawful withholding of salary, social benefits or documents (e.g. ID cards) and a ban on leaving the workplace. No employee may be subjected to verbal, psychological, sexual or physical violence, coercion, harassment or other abuse.

## **9. Occupational health and safety**

All employees must be provided with a safe and healthy working environment at all times. Suitable precautionary measures must be taken against occupational accidents and illnesses and adequate personal protective equipment must be provided. Employees must be protected from fire and toxic substances. Sufficient lighting, ventilation and heating systems as well as adequate sanitary facilities must be available.

All employees must receive regular training in the areas of health, safety and emergencies in the workplace. The training courses must be documented.

Farüchoc Schokoladenfabrik GmbH & Co. KG requires its business partners to comply with the basic employee rights of the applicable national legislation. In this regard, Farüchoc Schokoladenfabrik GmbH & Co. KG requires that business partners' obligations to employees are not circumvented through the use of subcontractors or other nonregular employment relationships.

## **C) Which environmental standards must be complied with?**

### **10. Environmental permits**

Business partners must ensure that all necessary environmental permits and approvals are obtained, kept up to date and complied with.

### **11. Climate & resource protection**

Environmental pollution should be avoided and reduced. The aim is to avoid or continuously reduce the environmental impact of resource and energy consumption, air pollutants, water consumption, soil and water spills and the resulting waste, to preserve biodiversity and to promote a circular economy. Business partners are encouraged to reduce their carbon footprint. Business partners are requested to ensure that no clearing of primary forests and other areas of high conservation value (HCV) takes place within the supply chain and that cultivation is prohibited on areas that were cleared after December 2020.

### **12. Hazardous substances**

Business partners shall ensure clear labeling of hazardous materials, chemicals and substances and their safe handling, movement, storage, reuse and disposal.

### 13. Packaging

Business partners are encouraged to use more environmentally friendly packaging. To this end, packaging must be avoided where possible, reduced or improved in terms of its environmental effects. These principles are to be applied in the order of priority indicated here. Packaging is considered more environmentally friendly if it is reusable, uses as little material as possible, is recyclable and consists of secondary raw materials or alternative materials or certified paper.

### 14. Animal welfare

Business partners undertake to always comply with the animal welfare regulations regarding the production of dairy products in order to protect and promote the welfare and health of the animals. In the case of milk as a raw material or basis for semi-finished products, tethering of dairy cows should be avoided as far as possible.

## D) What economic standards must be met?

### 15. Bribery and corruption

Any form of bribery or corruption will not be tolerated. All business partners and their employees must behave in such a way that no personal dependency, obligation or influence arises. Business conduct based on fairness and compliance with the applicable national and international standards is expected of everyone. In addition to compliance with the provisions of antitrust and competition law, this includes in particular the compliance with the regulations on responsible corporate governance ("Corporate Governance") and the regulations for the prevention of corruption and illegal money transfers ("money laundering"). If gifts are customary and polite in certain countries, it must be ensured that no binding dependencies are created and that the applicable national legal standards are observed. Any indications of corrupt behavior should be reported to Farüchoc Schokoladenfabrik GmbH & Co.

### 16. Avoidance of conflicts of interest

Farüchoc Schokoladenfabrik GmbH & Co. KG requires the avoidance of conflicts of interest. Business partners may only make decisions - in relation to their business activities with Farüchoc Schokoladenfabrik GmbH & Co. KG - on the basis of objective criteria. Conflicts of interest with private interests or other economic or other activities, including those of relatives or other related persons or organizations, must be avoided from the outset.

### 17. Data protection and intellectual property

Business partners shall comply with all applicable data protection laws. They are responsible for ensuring that confidential business information or trade secrets that come to their attention in connection with business activities with Farüchoc Schokoladenfabrik GmbH & Co. KG are kept confidential and are not used or disclosed to third parties in an unauthorized manner.

### 18. Rights of local communities

Business partners respect applicable local, national, international and traditional land, water and resource rights, especially those of indigenous communities. Legally permitted changes in land use require the documented consent of the affected communities.

### Scope of validity

This Code of Conduct forms the basis of all business relationships. In particular, it also applies to all suppliers and their agents and subcontractors, collectively referred to as "business partners".

The contractual partners shall pass on the content of this Code of Conduct to their business partners in a comparable manner by means of suitable contractual provisions and shall make every effort to regularly check compliance with the obligations. Farüchoc Schokoladenfabrik GmbH & Co. KG requires that its business partners act in accordance with the German Supply Chain Due Diligence Act (LkSG). Business partners of Farüchoc Schokoladenfabrik GmbH & Co. KG support any measures taken by Farüchoc Schokoladenfabrik GmbH & Co. KG, which according to § 3 LkSG include the establishment of a risk management system (§ 4 para. 1 LkSG), the definition of internal responsibilities (§ 4 para. 3 LkSG), the implementation of regular risk analyses (§ 5 LkSG), the establishment of preventive measures in the company's own business area (§ 6 para. 1 and 3 LkSG) and towards direct suppliers (§ 6 para. 4 LkSG).

**Reporting violations - complaints procedure**

Should contractual partners become aware of serious human rights or environmental risks in the supply chain that are highly likely to materialize or have already materialized, they will inform Farüchoc Schokoladenfabrik GmbH & Co. KG immediately. Complaints or indications of violations of this Code of Conduct can be reported to Farüchoc Schokoladenfabrik GmbH & Co. KG at any time by all employees - also in anonymized form. The complaints mechanism for business partners must be easily accessible and trustworthy. All business partners guarantee to inform all employees about their grievance mechanism and to refrain from disciplinary action against the reporting person.

**Sanctions and remedies for violations**

Farüchoc Schokoladenfabrik GmbH & Co. KG is entitled to review the principles set out in this Code of Conduct. Business partners enable this by providing written information for the purpose of the audit and allowing announced on-site inspections of the company. Farüchoc Schokoladenfabrik GmbH & Co KG may commission third parties (e.g. auditors) to carry out the audit. Business and trade secrets of business partners or third parties are excluded from the obligation to provide information and the possibility of inspection. On-site inspections must be announced by Farüchoc Schokoladenfabrik GmbH & Co. KG at least two weeks in advance and must be carried out within normal business hours. In the event of violations, warnings may be issued to the contractual partners. If appropriate remedial measures are not initiated immediately and/or the provisions of this Code of Conduct continue to be violated, Farüchoc Schokoladenfabrik GmbH & Co. KG shall be entitled to terminate the contract with the contractual partners extraordinarily and without notice.

Place, Date	
Business partner stamp/signature	<b>Signatory in block letters</b>