

## **Code of Conduct - Suppliers & Business Partners.**

The social responsibility of Dehyfoods GmbH is reflected in its commitment to economically, ecologically and socially responsible corporate management. We endorse the United Nations Sustainable Development Goals and are committed to helping make the world a more sustainable and livable place, and expect similar behavior from our suppliers and business partners. Our company and employees uphold and live ecological, social and ethical principles. We strive to optimize our company and our products with regard to sustainability and seek the support of suppliers and business partners who can engage in sustainable business activities. Please take this opportunity seriously.

The Supplier Code of Conduct is a requirement that all suppliers who have business relationships with Dehyfoods GmbH companies must comply with.

### **Ethical Requirements**

#### law abiding

The Laws and regulations of the countries in which our partners operate must be observed and respected.

#### Integrity, Corruption, Advantage

At all business activities must be subject to the highest standards of integrity. The zero-tolerance policy applies to all forms of bribery, corruption, extortion and embezzlement. Compliance with all anti-corruption laws and standards must be guaranteed. Privacy & Security

The supplier undertakes to protect internal confidential information and to use it only for the purposes agreed within the framework of the business relationship. Any data processing must be carried out in accordance with the applicable data protection regulations.

#### Intellectual property

spiritual property rights must be respected; Technology and knowledge transfer should be done in a way that protects intellectual property rights and customer information.

#### Reports of irregularities

suppliers must comply with the applicable legal requirements for reporting systems for the anonymous reporting of legal violations, human rights violations or the existence of environmental risks.

### **Compliance with environmental requirements**

The supplier undertakes to comply with all applicable environmental requirements and to avoid or minimize negative effects on the environment through its business activities.

#### Suppliers:

- comply with the emission limit specifications and try to reduce them.
- undertake to reduce CO2 emissions and thus support the Achievement of national

and international goals.

- are committed to optimizing the use of natural resources, including energy and water.
- strive to continuously eliminate all waste, food waste and sewage to reduce.

## **human rights and labor rights**

We are guided by the ETI basic code of the Ethical Business Initiative and by the principles of human rights and labor standards of the United Nations Global Compact. We expect our suppliers to comply with labor law standards and respect human rights.

### Health and safety at work

suppliers are responsible for a safe and healthy work environment. It takes the necessary measures to prevent accidents and damage to the health of employees.

### Prohibition of child labor and forced labor

We do not tolerate child labor. Suppliers are obliged to respect the recommendation of the ILO Convention on the minimum age for the employment of children. Any form of forced labor and exploitation is prohibited and every employment relationship is subject to a voluntary agreement.

### prohibit discrimination

We do not accept any form of discrimination based on race, national origin, religion, age, gender, sexual orientation, union membership or political group affiliation.

### Working conditions, fair wages, working hours

The Performance is based on regulated labor relations, national laws and national customs

## **sustainability**

Our Code requires compliance in the areas of ethics, the environment, labor and human rights, and sustainable procurement. By signing the code, the supplier/business partner undertakes to comply with the principles and requirements of the code of conduct and endeavors to demand compliance from its suppliers and partners as well. .

We expect our suppliers to identify risks in the supply chain and take appropriate measures to mitigate them. The supplier will report violations immediately and take remedial action.

## **violations**

Violations of this Code should be directed to [info@dehyfoods.com](mailto:info@dehyfoods.com).

## **supplier confirmation**

Suppliers enable us and our customers to verify compliance with this Code in their business operations through appropriate and reasonable means.