

Business Partner Directive

Social and ethical principles

As a globally operating company Kaesler Nutrition GmbH (“KAESLER”) is determined to comply with applicable law and is committed to business ethics and integrity of the highest standards. The values of KAESLER and its obligation to social and ethical principles are reflected in our Code of Conduct. The aspiration and goal of KAESLER is to ensure implementation of these principles along the entire value chain of our products and services. From our business partners – that include customers, distributors, suppliers, consultants and other organisations we cooperate with – we therefore expect a clear commitment to comparable standards and adherence to them. Our business partners should also demand appropriate rulings in their own supply chains.

Minimum requirements

The minimum requirements comprise the following obligations:

- Strict observance and application of all laws and regulations applicable to the partner’s business.
- Respect for human rights and the forgoing of child and forced labor, as well as adherence to the minimum age for employment in accordance with local law.
- Employees and sub-contractors are remunerated in a customary and adequate way, but at least at statutory minimum wage applicable in accordance with local law and/or the sector.
- Safeguarding of respect and neutrality with regard to ethnic origin and affiliation, gender, beliefs, age or disabilities. Adherence to legal and technical rules and standards on occupational health & safety.
- Adherence to animal and environmental protection laws and application of high standards on conducting animal trials in the interests of animal welfare and health.
- Business transactions conducted in an ethically responsible manner and in accordance with international anti-corruption standards, as well as local law.
- Adherence to applicable antitrust law and laws to combat money laundering.
- Respect for the intellectual property and the business and operating secrets of KAESLER.

Should a business partner of KAESLER fail to comply with the fundamental principles set out in this Directive, KAESLER reserves the right to end the business relationship with that business partner.

KAESLER also reserves the right to audit compliance with the requirements under this Directive with reasonable prior notice.