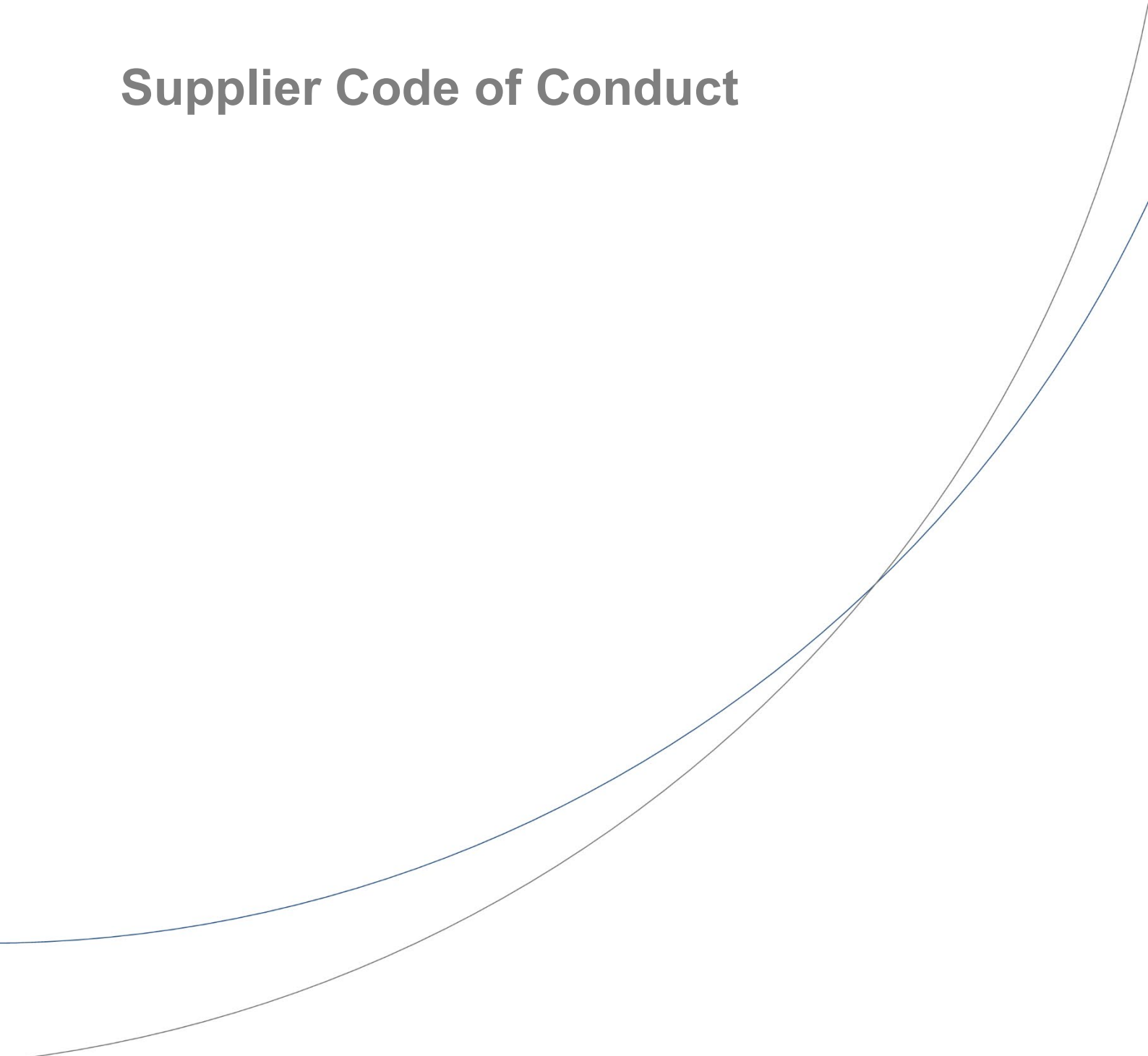


Supplier Code of Conduct



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1. Social Responsibility

1.1 Respect for Human Rights

Human rights must always be respected.

1.2 No Child Labor or Forced Labor

Child labor, as defined by the ILO conventions, as well as any exploitation of children and adolescents, will not be tolerated. All forms of forced labor or other forms of oppression in the workplace are prohibited and must be prevented.

1.3 No Discrimination

Any form of discrimination in hiring and employment based on skin color, gender, age, disability, ethnic, national or social origin, religion, or sexual orientation will not be tolerated.

1.4 Workers' Rights

Employees' rights to form interest groups must be respected. It must be ensured that employees are allowed to exercise their rights in accordance with the applicable legal regulations. Employees must not face discrimination for exercising these rights.

National legal regulations regarding working hours must be observed.

Employees must be paid appropriately. Wages must at least comply with applicable legal requirements and be paid regularly.

1.5 Safe and Healthy Working Environment

A safe and healthy working environment must be ensured. Risks to health and safety must be counteracted through appropriate safety standards in the provision and maintenance of workplaces, workspaces, and equipment, as well as through necessary protective measures, suitable work organization, and sufficient training for employees.

1.6 Prohibition of Torture and Forced Expropriation

The prohibition of torture must be observed. The use of security forces must not lead to violations of the prohibition of torture or cruel, inhuman, or degrading treatment, or violations of the right to physical integrity or the freedoms of association and coalition.

The unlawful appropriation of land, forests, and water resources that secure a person's livelihood is prohibited.

2. Environmental Protection and Sustainability

Employees are encouraged to actively contribute to the responsible use of natural resources and to environmental protection in their work. This includes the economical use of raw materials and the efficient use of energy and water, as well as the prevention of water, noise, and air pollution and harmful soil contamination.

A continuous improvement in environmental performance (sustainability) is pursued.

Applicable environmental regulations, especially environmental and safety laws regarding the handling, collection, storage, and disposal of waste, as well as the handling of chemicals and other hazardous materials and substances, must be strictly observed.

Suppliers are expected to protect natural ecosystems from deforestation, forest degradation, or land conversion. The supplier commits to complying with the provisions of EU Regulation 2023/1115, where applicable.

3. Fair Business Relations

Business operations must be conducted in accordance with the principles of fair competition, with a commitment not to participate in any illegal, anti-competitive agreements.

Appropriate measures must be taken to ensure that legal representatives and employees do not offer, promise, or grant any undue advantages in order to influence business decisions, nor should they accept such advantages themselves.

Any criminal or unethical influence on decision-making, as well as any form of bribery within the company, must be actively and consistently opposed.

The legal regulations for the prevention of money laundering must be strictly observed

4. Ensuring Implementation

To ensure the implementation of the above principles, Kaesler Nutrition expects its suppliers to take appropriate measures to integrate these expectations into their respective business processes.

In the event of significant changes, appropriate analyses should be conducted. If any violations of the above prohibitions and requirements are identified, Kaesler Nutrition expects full cooperation from its suppliers.

Suppliers are obligated, upon request, to procure and provide any information and documents necessary for Kaesler Nutrition to fulfill its own obligations under the above requirements.

In the event of a violation of the obligations set forth in this Code of Conduct, such violations

must be immediately ceased.

Kaesler Nutrition and the supplier commit to jointly developing and implementing concepts to eliminate and minimize violations.

Claims for damages as well as rights of withdrawal and termination due to violations remain unaffected.

