

## Code of Conduct of the Westfleisch Group, Münster

The following Code of Conduct sets out the Westfleisch Group's mission statement and defines how we, in our company, aim to work together. All companies in which Westfleisch SCE mbH holds a direct or indirect stake of at least 50.1 percent are considered companies of the Westfleisch Group.

The Code summarises important guidelines for interacting with each other, which are already in established use and considered binding for every one of us. At the same time, it serves as a point of orientation for all employees, managers and bodies within our company and signals to customers, business partners and the public how we aim to interact and work together.

In order to be able to achieve these goals, the personal responsibility of all employees, managers and company bodies, transparency as well as ethical and legal behaviour are given particular importance.

### Preamble

We at Westfleisch act in the company's overall interest. Our interactions are characterised by tolerance, openness, mutual appreciation, credibility, honesty and integrity. Compliance is an integral part of corporate policy. Through our actions, we assume a special responsibility for society and the environment. We are actively committed to sustainable development, which is reflected in our support for the ten principles of the United Nations' Global Compact. We at Westfleisch are committed to the United Nations' Universal Declaration of Human Rights as well as the core labour standards of the International Labour Organisation (ILO).

Our guidelines and group agreements contain specific, clearly formulated rules, which are binding for all employees. In case of a violation of these guidelines and agreements, the employees concerned must face consequences within the framework provided by the company as well as the legal regulations.

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## ***What we aim to respect***

*Core elements of the Westfleisch Code of Conduct*

### **1. Compliance with the laws and statutes**

We obey the laws and regulations as a basic principle of economically responsible conduct and comply with the applicable legal prohibitions and obligations at all times.

### **2. Equal treatment**

We treat all employees equally, regardless of their gender, age, the colour of their skin, culture, ethnic origin, sexual orientation, disability, religion or belief.

### **3. Non-discrimination**

We are committed to equal opportunities and prevent discrimination during the recruitment of our employees, their promotion as well as training and on-going education as well as in our daily interactions with each other. Westfleisch employees are hired and promoted exclusively on the basis of their qualifications and professional skills.

### **4. Working hours and statutory wages**

We observe the applicable regulations on working hours. We meet our employees' expectation to receive adequate remuneration and conform with the applicable operational and legal provisions.

As a minimum, the remuneration and other benefits correspond to the respective national and local regulations.

### **5. Human rights**

We respect internationally recognised human rights and support their observance. We respect the personal rights of our employees and third parties. We reject all forms of forced labour, child labour, slavery and all forms of exploitation and ensure strict compliance with the relevant laws.

### **6. Freedom of association**

We recognise the right of all employees to form trade unions and employee representative bodies formed on a democratic basis within the framework of the national regulations. Close and trusting cooperation with the employee representative bodies forms an essential part of company policy.

### **7. Workplace health and safety**

The safety and health of our employees as a corporate objective are of paramount importance to us. Occupational health and safety form an integral part of all our operations. We strictly follow occupational health and safety regulations. In accordance with DIN EN ISO 45001, we have implemented a management system for occupational health and safety. This includes the areas of risk assessment, risk minimisation, a systematic and complete description of the processes, the identification of the requirements and their effective implementation as well as regular monitoring and evaluation.

### **8. Prohibition of certain acts by security forces**

We do not tolerate the use of security forces who violate the prohibition of torture, injure life or limb or interfere with trade union freedoms and freedoms of association.

## 9. Sustainable environmental protection and the protection of livelihoods

Sustainable environmental protection is a genuine corporate objective for us. We ensure that all negative effects on the environment are kept to a minimum. When manufacturing products, whenever we use raw materials, consumables and supplies, we ensure strict compliance with, among other things, environmental bans and prevent violations of the Environmental Convention for the Prevention of Marine Pollution and the Misuse of Certain Living Organic Substances (Stockholm Convention, Minamata Convention). We prevent the improper handling, storage, disposal, export and import of waste by acting in accordance with the PoPs Convention and the Basel Convention. With a view to the well-being of future generations, it is our aim to use the natural resources of water, air and soil responsibly.

## 10. Fair competition and corruption

We stand for fair competition and strictly adhere to the requirements of antitrust laws. Agreements restricting competition, such as price or cartel agreements with competitors, suppliers or customers, are not tolerated. We strictly reject any form of corruption. Employees are instructed not to offer or accept any benefits that could influence business decisions.

## 11. Other behaviours

In addition, we will not tolerate any conduct or omission that is immediately likely to adversely affect one of the aforementioned protected legal positions in a particularly serious manner and that is clearly illegal if all possible circumstances are properly assessed.

## Complaints procedure and contact persons

All superiors, department heads, site managers and the Group Executive Board are available to clear up any questions and uncertainties. In this way, all employees and third parties are given the opportunity to report possible violations or indications thereof.

In addition, we have set up an external, neutral complaints office and point of contact in the form of a lawyer (Ombudsman). The Ombudsman is obligated to observe professional secrecy; complaints and information can also be submitted anonymously to them.

### Contact information:

Ombudsman for the Westfleisch Company Group

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