SARIA-GROUP
SUPPLIER CODE OF CONDUCT

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SARIA®

Foreword

With 11,000 employees in 26 countries, SARIA Group creates value for our partners and the environment by acting as a reliable service provider and manufacturer of quality products for the agricultural, energy, animal feed, food, catering and pharmaceutical industries. With our entrepreneurial actions, SARIA Group is a key player within the circular economy.

In doing so, we pursue the goals to be the preferred partner for sustainable solutions and setting best-in-class standards within our industry. At the same time, we are committed to economically, environmentally and socially responsible corporate governance. We also ask our employees to abide by the principles of economic, environmental and social behaviour and incorporate these principles into the corporate culture. Further, we strive to continuously optimise our business activities, products and services in the spirit of sustainability, and we call on our suppliers to play their part too so that we can develop an integrated approach across the supply chain. Some of the basic principles that we consider to be essential are set out in our Code of Conduct. We expect our suppliers to act in the same way we do.

As a basis for future cooperation, the parties agree to the following rules that form a shared Supplier Code of Conduct. This agreement forms the basis for all deliveries and services and is part of a supplier evaluation and selection process. The parties undertake to comply with the principles, requirements and standards of the Supplier Code of Conduct and will contractually oblige their subcontractors to comply with them as well. Failure to comply with this Supplier Code of Conduct may result in termination of the business relationship with the supplier, including all related supply contracts.

This Supplier Code of Conduct is based on national laws and regulations, as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Children's Rights and Business Principles, the United Nations Guiding Principles on Business and Human Rights, the international labour standards of the International Labour Organization and the United Nations Global Compact.

1. Requirements for suppliers

No forced labour
No forced labour, slave labour or similar may be used. All work shall be voluntary, and employees shall be free to terminate their work or employment at any time. Moreover, any unacceptable treatment of workers, such as psychological pressure or sexual and personal harassment, is not acceptable.

No child labour
Child labour shall not be used at any stage of production. Suppliers are required to comply with the ILO Minimum Age Convention for the employment of children, according to which an employee may not be less than the age at which general compulsory education ends. If children are found to be involved in production, the supplier shall document the measures to be taken to remedy the situation. The rights of young workers are to be protected and special protective provisions need to be complied with.

Fair pay
The pay for regular working hours and overtime shall be the national minimum wage or the industry minimum standards, whichever is higher. All statutory benefits need to be granted to workers.

Non-discrimination
Discrimination against employees in any form is strictly forbidden. This includes, but is not limited to, discrimination against sex, skin colour, disability, political beliefs, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and rights of each individual are to be respected.

Freedom of association
Freedom of association for employees must be ensured by the supplier, in particular by working together with freely chosen employee representatives.

Health and safety at work
The supplier is responsible for ensuring a safe and healthy working environment. Appropriate occupational health and safety systems need to be established and applied so that the necessary measures can be taken to prevent accidents and damage to health that may occur as a result of the supplier's business activities. In addition, employees shall be regularly informed about the applicable standards.

RESPECT FOR HUMAN RIGHTS AND EMPLOYEE RIGHTS IS VITAL FOR SUSTAINABLE COMMERCIAL SUCCESS.

WE ARE COMMITTED TO FAIR COMPETITION AND INTEGRITY IN BUSINESS TRANSACTIONS

Air emissions
General emissions and greenhouse gas emissions shall be monitored, checked and treated as necessary prior to release in accordance with national standards.

Waste and hazardous substances
The supplier shall pursue a systematic approach to identify, handle, reduce and dispose or recycle solid waste responsibly. Chemicals or other materials that pose a risk when released into the environment need to be identified and handled in such a way as to ensure safety when handling substances.

Use of raw materials, natural resources and energy
The use and consumption of resources during production, including energy and water and the generation of waste of any kind, shall be reduced. Cost-effective solutions need to be found to improve energy efficiency and minimise the consumption of energy and raw materials.

Fair competition
The standards of fair business, fair advertising and fair competition are to be adhered to. In addition, the anti-trust regulations in force need to be complied with, which in particular prohibit agreements and other actions that influence prices or conditions in dealing with competitors. Furthermore, such regulations prohibit agreements between customers and suppliers that restrict the freedom of customers to determine their prices and other conditions autonomously when reselling.

Taxes and levies
The supplier must comply with tax obligations on time and in the appropriate amount and always be a fair partner to the tax authorities of each of the countries where he is present.

Confidentiality and data protection
The supplier undertakes to meet the reasonable expectations of its customers, suppliers, consumers and employees with regard to the protection of personal data. The supplier must comply with data protection and information security legislation and regulatory requirements when collecting, storing, processing, transmitting and passing on personal data.

Integrity, bribery and personal gain
All business activities are to be conducted based on integrity. The supplier shall pursue a zero-tolerance policy in the prohibition of all forms of bribery, corruption, extortion and embezzlement. Furthermore, the supplier strictly adheres to applicable regulations for the prevention of money laundering.

2. Implementation of the requirements

We expect our suppliers to identify risks within his company boundaries and within the supply chains and to take appropriate measures accordingly. The supplier consents to us the possibility to carry out audits on its premises to verify compliance with this Supplier Code of Conduct during its normal business hours, after issuing notice to the persons designated by the supplier within a reasonable period. If one or more provisions of this Supplier Code of Conduct are found to have been breached by the supplier, we will inform the supplier in writing and set a reasonable grace period for compliance. If such a breach is the fault of the supplier and we may not be reasonably expected to continue the contract until it is due to expire, we reserve the right to terminate the contract after such a grace period if the supplier has failed to rectify the breach, provided that a warning of this eventuality was provided in the notice of the breach.

3. Acknowledgement and agreement of the supplier

By signing this document, the supplier undertakes to act responsibly and to comply with the principles and requirements set out above. The supplier undertakes to make necessary arrangements to implement the requirements.

Place, date, signature

Last name, first name, company, company stamp

INTEGRITY IS INDISPENSABLE:
WE COMPLY WITH LEGAL AND ETHICAL STANDARDS AND ARE COMMITTED TO CORPORATE SOCIAL RESPONSABILITY

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