



Backtradition seit 1884

Declaration of Principles

In accordance with our Code of Conduct, compliance with and monitoring of human rights and environmental due diligence is a top priority for KuchenMeister GmbH in all its business areas.

We expect our business partners to meet the requirements and minimum standards based on the International Labour Organisation (ILO) Convention and all relevant United Nations standards.

Potential risks in our business areas are identified on the basis of several individual factors with the aid of additional technical tools. In addition to industry- and country-specific risks, our risk analysis is based on official government information.

In the event of a justified suspicion, concrete evidence of a breach or as a result of the annual risk analysis based on our risk management, appropriate measures are initiated immediately.

This includes the following criteria (the order of the risk factors does not represent a ranking):

Child labour

Child labour as defined by ILO and UN conventions as well as national regulations is prohibited. The age limit for permitted employment shall not be below school age and in no case below 15 years (or 14 years if permitted by national law in accordance with ILO Convention 138). Each supplier will be held directly responsible for violations of the prohibition of child labour if they are found in its own production facilities or in the production facilities of its subcontractors. Regulations for the protection of young workers must be complied with.

Discrimination

All employees must be treated equally. Discrimination on the basis of gender, religion, age, ethnicity, social background, caste, nationality, ethnic and national origin, membership of an employee organisation, disability, sexual or political orientation or any other personal



Backtradition seit 1884

characteristic is not tolerated. The provisions of the General Equal Treatment Act (*Allgemeines Gleichbehandlungsgesetz*, AGG) apply.

All employees must be treated with respect and dignity. All forms of corporal punishment, psychological, sexual or verbal harassment and abuse, and all other forms of intimidation are prohibited. Disciplinary measures must be within the framework of national legislation and internationally recognised human rights.

Freedom of association

It is the right of employees to form or join a workers' organisation (or trade union) of their own choosing for the purpose of collective bargaining. If the right to freedom of association is restricted by national law, employees should be permitted to form representative organisations to promote their interests and engage in direct dialogue with their employers.

Labour protection

The workplace must not jeopardise employees or their health and safety and must not cause harm. A safe and clean working environment must be guaranteed. Health in the workplace and appropriate safety practices should be promoted to prevent accidents and injuries at work or as a result of the use of company equipment. These safety practices and procedures must be communicated to employees. Work and break times must be set in accordance with local laws. In the event of danger, employees must be able and permitted to leave the danger zone at any time.

Remuneration and forced labour

All employees must take up their work of their own free will and continue their employment at their own request. Any form of forced labour, bonded labour or prison labour is prohibited. All employees are paid at least the statutory minimum wage for work performed during normal working hours.

Environment



Backtradition seit 1884

As a company, we are committed to minimising the impact of our business activities on the environment through the use of socially responsible and economically viable methods. We promote environmental protection, recycling and resource conservation for clean air, pure water, to reduce waste and to regenerate the earth's natural resources. We comply with all applicable environmental laws and regulations in the countries in which we operate and require our suppliers to do the same.

If there are actual indications of a violation of human rights and environmental due diligence obligations, the business partner concerned will provide all necessary information and provide corresponding information at our request. Our business partners are required to inform us immediately if they themselves become aware of violations of human rights and/or environmental obligations in their supply chain.

In the event of violations of human rights and/or environmental due diligence obligations, the business partner concerned will take appropriate measures together with us to end the violation, minimise and/or eliminate its consequences and prevent future violations.

Information on violations of human rights and/or environmental due diligence obligations can be reported to the following address humanrights@kuchenmeister.de or anonymously via the Kuchenmeister homepage <https://www.kuchenmeister.de/kontakt/>.