



**CHAMPIGNON
HOFMEISTER**
FAMILY-OWNED SINCE 1908

Code of Conduct for Suppliers

Version dated May 2024



Code of Conduct for Suppliers

of the Champignon-Hofmeister family business

The basic principle of the Champignon-Hofmeister family business is sustainable, socially responsible and lawful commercial activity that safeguards the natural foundations of a decent life.

This principle applies both within our own company and in our relationships with our business partners. Suppliers of the Champignon-Hofmeister family business are therefore also required to adhere to these basic principles. This Code of Conduct describes the minimum requirements our suppliers must observe to comply with these basic principles, to fulfil the standards imposed and to protect the legal stipulations in the Lieferkettensorgfaltspflichtengesetz (Supply Chain Due Diligence Act) and international conventions on human rights and labour standards.

The condition for a successful cooperation with us is that our suppliers comply with the national laws applicable to them and that they implement and observe this Code of Conduct.

Gender-neutral differentiations, e.g. male/female employees, have been omitted for ease of legibility. The corresponding terms apply to both genders in the sense of equal treatment.

1. Sozial- und Arbeitsbedingungen

Child and forced labour

Child labour and all forms of forced labour are prohibited. The supplier shall ensure compliance with the respective national laws and international agreements.

Remuneration and payment

The supplier shall ensure that wages and additional work services comply with the applicable statutory provisions, including the stipulations on the minimum wage, and that remuneration is commensurate with the local industry and market standards.

Working hours

The applicable regulations on working hours are observed at all times.

Freedom of association

The supplier acknowledges the right of employees to freedom of association and collective bargaining within the scope permitted under the law.

Prohibition on discrimination

The supplier shall observe the principles of equal opportunities and equal treatment and shall prevent any kind of discrimination and verbal or physical harassment of employees.



Occupational health and safety legislation

The supplier shall comply with all the applicable occupational health and safety laws and regulations and shall review all their activities and processes for potential hazards. The supplier shall implement an appropriate management system for occupational health and safety. The supplier shall have all the respective essential permits.

2. Environmental protection and quality

The supplier must comply with all the relevant national environmental protection regulations and laws. Suppliers shall conduct their activities in such a way that conserves resources, minimises environmental risks reduced the impact on the environment. Suppliers shall implement an appropriate management system to monitor environmental protection.

The supplier is also required to comply with all the relevant quality and food safety regulations. Suppliers of the Champignon-Hofmeister family business shall immediately notify us of any irregularities in this respect.

3. Compliance and integrity

Antitrust and competition law

The supplier is committed to a policy of fair competition. Suppliers must observe legislation that protects competition, in particular antitrust law and other laws regulating competition. The supplier must refrain from any unlawful agreements on prices or other conditions, sales territories or customers and any abuse of its strength in the market.

Corruption and bribery

The supplier must prevent corruption or bribery, in particular with respect to such payments, bribes or other advantages that are granted to influence decisions. Suppliers must avoid any conflicts of interest. In commercial relationships with the Champignon-

Hofmeister family business or third parties and situations that could be interpreted as a conflict of interest.

Confidentiality, data protection and information security

Suppliers must treat all commercial and other data as business correspondence with the Champignon-Hofmeister family business in strict confidence and shall observe the relevant regulations. The data we provide and process represents a significant value for our company. Every supplier shall implement the appropriate security measures to protect such data from cyber risks including destruction, theft, unauthorised access, unauthorised disclosure or other abuse, and shall promptly notify the affected parties of any cyber attacks.

Foreign trade law and money laundering

Our suppliers shall observe all the relevant economic sanctions and comply with all foreign trade restrictions. Any commercial relationships with persons, companies or organisations that are associated with terrorism or drug trafficking or whose funds are derived from criminal activities will not be tolerated.

4. Implementation of and compliance with the Code of Conduct for Suppliers

The Champignon-Hofmeister family business considers this Code of Conduct as an integral part of our contractual agreements with our suppliers. Suppliers guarantee the implementation of and compliance with our Code of Conduct. We view it as the duty of our suppliers to transmit these regulations to all its business partners whose services they use and commission with respect to their services and activities for the Champignon-Hofmeister family business and to work towards compliance with them.

The Champignon-Hofmeister family business reserves the right to inspect compliance with the



requirements of the Code of Conduct for Suppliers upon a reasonable advance notice period of such inspection and, if necessary or if risks are identified on the part of the Champignon-Hofmeister group of companies, to actively participate in the development of remedial measures. If necessary, the suppliers shall allow access to the documentation and operating procedures for the purpose of the relevant inspection.

In the event of non-compliance, our suppliers will be under an obligation to immediately and independently initiate the necessary remedial measures.

A breach of the obligations stipulated in the Code of Conduct for Suppliers shall be considered a material breach of contract on the part of the supplier.

Reporting and dealing with breaches of compliance

Violations of laws, guidelines and other regulations must be identified in good time to avoid damage to the Champignon-Hofmeister family business and our business partners and to ensure fair and trusting cooperation. Should a supplier become aware of a breach of this Code of Conduct, they shall immediately report such to the Champignon-Hofmeister family business. Suppliers will also engage in the subsequent measures to clarify the situation.

The Champignon-Hofmeister family business requires its suppliers to enable their employees to raise grievances and concerns with no fear of disadvantages or even retaliation.

The Champignon-Hofmeister family business has facilitated the opportunity for suppliers to submit a report, also anonymously, via the electronic supplier complaint system. This electronic system is managed by employees of the compliance team of the Champignon-Hofmeister family business. In the event of a suspected breach of the Champignon-Hofmeister family business Code of Conduct and/or any of the applicable laws, the respective supplier shall provide information or cooperate in measures to acquire information on the part of the Champignon-Hofmeister family business. Potential responses to violations detected (not exhaustive) are the request to remedy

the violation, an assertion of claims for damages up to termination of the contract. The Champignon-Hofmeister family business reserves the right to terminate the business relationship in the event of a serious breach of this Code of Conduct in compliance with the contractual and statutory provisions. The supplier shall communicate the content of this Code of Conduct to employees, agents and subcontractors in a way that they can easily understand and shall take all the necessary measures to implement the requirements.

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