



**OUR
CODE OF CONDUCT**

**BIOVEGAN[®]**

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1 OUR RESPONSIBILITY

At Biovegan GmbH, we are committed to acting ethically and fulfilling our responsibility to our employees, our customer base, supplying companies, the community and the environment.

2 SOCIAL RESPONSIBILITY

2.1 Non-discrimination and principles

We create a working environment that is free from any form of discrimination. We respect and value the diversity of our employees and promote equal opportunities regardless of nationality, gender, ethnicity, religion, sexual orientation, age or other personal characteristics.

In the event of unequal treatment or discrimination, we offer our employees a safe space in which they can discuss such concerns confidentially. Our aim is to ensure an inclusive and respectful working culture in which all employees feel safe and supported.

2.2 Fair treatment

All employees are treated fairly and respectfully regardless of their position in the company. This includes equitable compensation, equal development opportunities, and access to training, as well as consideration of individual needs and concerns.

2.3 No forced labor or child labor

We do not tolerate any form of forced labor or child labor in our company or in our business partnerships. It is of central importance to us that all legal regulations are complied with - but our commitment is not limited to compliance with the law. We stand firmly against all forms of exploitation and are committed to the highest ethical standards. Our commitment to preventing child labor is based on firm moral principles and not merely on legal requirements. We expect all our business partners to share and implement the same values.

2.4 Wages and working hours

Our employees receive appropriate and timely payment in accordance with the applicable legal regulations and industry standards. We attach particular importance to pay equity and ensure that all employees are remunerated fairly, regardless of nationality, gender, age, ethnicity, religion, sexual orientation or other personal characteristics.

We ensure that the specified working hours are adhered to and want to ensure that overtime is only worked on a voluntary basis and in accordance with legal requirements. If necessary, overtime can be ordered as part of the annual working time regulations. There is also the option of voluntarily working additional overtime. This is organized and remunerated fairly in accordance with the applicable regulations.

2.5 Health and safety in the workplace

At Biovegan, we attach great importance to safe and hygienic working conditions that comply with the applicable legal regulations in the area of occupational health and safety. The health and safety of our employees is a high priority for us.

We hold regular occupational safety meetings to promote awareness of occupational safety and health and to identify potential accident hazards. In addition, we provide our employees with regular breaks to support their health and well-being and ensure that they can work in a positive and safe working environment.

We continuously strive to develop our working conditions and safety practices to ensure an optimal working environment.

3 ENVIRONMENTAL RESPONSIBILITY

3.1 Biodiversity and species protection

We are guardians of biodiversity and species protection. We are actively committed to preserving and promoting biodiversity, both in our production and in our supply chains. This includes protecting endangered species and their habitats as well as avoiding the use of pesticides and other harmful chemicals.

By using only organically sourced raw materials, we support sustainable farming practices that promote healthy soil and clean water. Our practices help to preserve the ecological balance, maintain genetic diversity and create a healthy environment for flora and fauna. In this way, we make an active contribution to protecting the environment and promoting a sustainable future.

3.2 No animal-based ingredients

We are committed to completely eliminating animal ingredients from our products. Our aim is to cause as little suffering as possible along the entire supply chain - for humans and animals alike. By using only plant-based raw materials, we offer high-quality and ethically responsible products that are free from animal suffering.

3.3 Reduction of environmental pollution

Climate protection is a key concern for us at Biovegan. In addition to the goal of avoiding or reducing emissions in the production of our products, we are also striving to make our company location climate-neutral in the coming years.

3.4 Reduction of single-use plastic

We select our materials with the utmost care and with a view to ecological sense - be it paper, cardboard, compostable film or plastic. While quality assurance is our top priority, it is particularly important to us that all materials can be returned to the cycle in an environmentally friendly way.

3.5 Sustainable construction methods and technologies at our site in Bonefeld

Our site in Bonefeld uses sustainable construction methods and technologies to actively contribute to environmental protection. The building is designed so that rainwater can be used to flush the toilets and the waste heat from our machines can be used to heat the building. We also obtain our electricity from renewable energy sources and exceed the legal energy efficiency requirements. These measures demonstrate our commitment to sustainable construction and responsible energy use.

In the future, we plan to further expand these goals and continuously improve our sustainability strategy in order to further reduce our ecological footprint and make an even greater contribution to environmental protection.

4 BUSINESS PARTNERSHIPS, THIRD PARTIES AND INTEGRITY

4.1 Quality requirements

At Biovegan, we set the highest standards for the quality of our products and services. We are committed to continuous improvement and innovation to ensure that our customers always receive products that meet their expectations and meet the highest quality standards. Our quality assurance is based on internationally recognized standards such as IFS certification to ensure compliance with the highest quality and safety requirements.

4.2 Evaluation of supplying companies

We regularly assess our suppliers in terms of their compliance with labor standards, environmental protection measures, quality standards and ethical business practices. These assessments serve to ensure that our suppliers meet our expectations and contribute to the fulfillment of our corporate goals.

4.3 Fair competition

At Biovegan, we actively promote fair competition based on transparency and equality. We believe that fair conditions are the basis for a healthy economy, encourage innovation and offer consumers better choice. Our business practices aim to support fair and open competition where everyone has an equal opportunity to succeed.

4.4 Prohibition of corruption and bribery

Biovegan prohibits any form of corruption and bribery in our business activities. We expect our employees, business partners and suppliers to adhere to the highest ethical standards and to strictly reject bribery or corruption.

Suppliers must not engage in bribery, fraud, corruption, extortion or embezzlement. This also includes attempts to influence the personal interests of our employees or people close to them.

Furthermore, our employees may not demand or accept any unjustified personal benefits. We only accept customary, appropriate promotional gifts of low value and invitations to business events that have no influence on business decisions.

We are convinced that compliance with these standards is essential for the integrity of our business activities and the maintenance of fair competitive conditions and is in line with our ethical principles.



4.5 Partnership guidelines

Our partnership guidelines set out the basis for cooperation with our business partners and suppliers. We expect them to share and adhere to our values and standards in terms of ethics, quality, environmental protection and social responsibility. These guidelines serve to build long-term, trusting relationships based on mutual respect, trust and integrity.

4.6 Antitrust and competition law

Biovegan is committed to strict compliance with all applicable antitrust and competition laws. We advocate fair and transparent competition and refrain from any behavior that violates these laws. Our business practices are designed to promote a healthy competitive landscape and support fair competition.

4.7 Data protection and information security

Protecting the data and information of our customers, employees and business partners is very important to us. We are committed to complying with all applicable data protection laws and guidelines and take comprehensive measures to ensure the security and confidentiality of all data entrusted to us.

4.8 Implementation and compliance with the code of conduct

At Biovegan, we believe in integrity and trustful cooperation. We therefore expect our management, leadership team and employees to adhere to our Code of Conduct. This code forms the basis of our daily work and serves as a guideline for ethical behavior.

We want to ensure that all employees are familiar with the Code and act in accordance with it. Violations of the Code of Conduct or other company-specific regulations are dealt with in accordance with the principle of proportionality. It is important to us that consequences are appropriate in accordance with operational and legal requirements.

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