



Dr. Otto Suwelack Nachf. GmbH & Co. KG

„Code of Conduct“

**Ethical and social responsibility of
Dr. Otto Suwelack Nachf. GmbH & Co. KG
as well as his business partners**

Preamble

The “Code of Conduct” includes the requirements of Dr. Otto Suwelack Nachf. GmbH & Co. KG to its own organisation and to its business partners. As part of their own commitment, business partners of Dr. Otto Suwelack Nachf. GmbH & Co. KG to ensure that the requirements stated in this “Code of Conduct” are applied within your own organisation.

This “Code of Conduct” requires conformity in the areas of ethics, integrity and compliance, labour standards including health and safety, anti-corruption, respect for human rights and the implementation of legal and responsible business practices.

By signing this “Code of Conduct”, our management and our business partners confirm that processes and measures have been implemented to meet these obligations.

Conduct in accordance with laws and guidelines

Respecting and complying with all applicable national laws and regulations, minimum industrial standards, ILO and UN conventions as well as all other relevant legal provisions regarding labour and human rights is the basis of our daily activities.

We operate on the basis of ethical and transparent business principles, taking into account all relevant national and international legal standards.

If local laws and regulations are less restrictive, our actions will be based on the principles of this “Code of Conduct”.

Trust and integrity

Suppliers and business partners comply with all applicable country-specific and international anti-corruption, money laundering, sustainability requirements, competition laws and standards. They act with integrity.



Dr. Otto Suwelack Nachf. GmbH & Co. KG

This includes refraining from any unfair business practices related to bribery and corruption and not tolerating, offering or accepting inducements for the sole purpose of obtaining business advantages. Fair competition is an essential business practice and suppliers will refrain from practices that could be considered anti-competitive. Suppliers and business partners must respect and protect intellectual property and avoid conflicts of interest.

Human Rights

We are guided by the principles on human rights and labour standards of the United Nations' Agenda 2030. Our suppliers and business partners are expected to uphold applicable labour rights and protect the human rights and well-being of their employees.

Any kinds of forced labour and exploitation is prohibited. Every employment relationship is subject to a voluntary agreement. Child labour is excluded and the minimum age of all employees complies with local laws for ethical trading and the UN conventions.

Suppliers and business partners implement a non-discrimination/equal opportunity policy and comply with national law. We reject discrimination in any form based on gender, age, health status, ethnicity, skin colour, nationality, language, marital status, social origin, religion, creed, political views, sexual orientation and physical or mental disabilities.

The employees have a safe and healthy workplace. This must comply with applicable occupational health and safety laws. This also applies to staff accommodation and apartments.

Honesty, trust, respect and open communication characterise the corporate culture of Dr. Otto Suwelack Nachf. GmbH & Co. KG, which is also the foundation for the joint collaboration with all business partners.

Environment, energy and climate protection

We act in accordance with applicable laws and are guided by international standards in order to minimise negative impacts on the environment and to continuously improve our activities for environmental and climate protection. We also respect the United Nations Global Compact. All employees are made aware of environmental protection and the necessary training measures and courses are offered.

We have taken appropriate environmental protection measures that adequately cover the following topics: goal setting, definition and implementation of measures and their continuous improvement. Environmental aspects such as reducing CO₂ emissions, increasing energy efficiency and using renewable energies, ensuring water quality and reducing water consumption, ensuring air quality, promoting resource efficiency, reducing waste and its proper disposal, as well as responsible handling of substances that are dangerous for people and the environment.



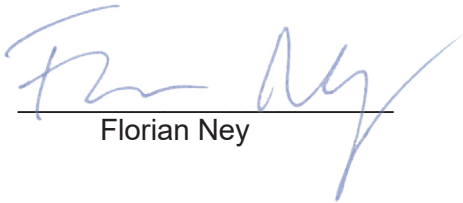
Dr. Otto Suwelack Nachf. GmbH & Co. KG

Data Protection

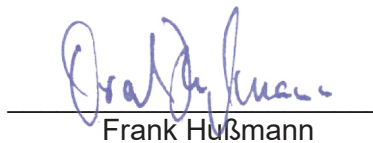
We process, store and protect personal data in compliance with legal regulations. Personal data is collected confidentially, only for legitimate, previously defined purposes and in a transparent manner. We only process personal data if they are protected against loss, alteration and unauthorized use with appropriate technical and organisational measures

Billerbeck, 22nd July, 2024

Executive management Dr. Otto Suwelack Nachf. GmbH & Co. KG



Florian Ney



Frank Hußmann

Declaration of consent:

We, as business partners of Dr. Otto Suwelack Nachf. GmbH & Co. KG, confirm and accept the conditions and requirements of this "Code of Conduct". We agree to the ongoing consideration of this "Code of Conduct" as a basis for further successful co-operation.

Business Partner:

Signatory: _____

Place, _____ Date, _____ Signature _____