

Our Fundamental Principles

Code of Business Conduct for Suppliers

Compliance with governing national and international laws and regulations is a minimum requirement. The Fundamental Principles of Nutrisun are not to be understood as maximum requirements but rather exceeded as far as possible. Generally, all ILO standards currently in force shall apply.

1. Ban on Child Labour

Nutrisun does not tolerate child labour or any form of exploitation of children or young people.

The minimum age for the admission of employment shall not be below the age for finishing compulsory schooling (which is generally 15) and definitely not below the age of 15.

2. Exclusion of Discrimination

Any form of inequality or discrimination regarding employment or occupation is prohibited. Discrimination based on sex, age, race, religion, caste, ethnic, national or social background, disablement, political attitude, sexual orientation or other personal characteristics is strictly prohibited.

3. Ban on Forced Labour

Employment must be voluntary. Nutrisun shall not tolerate any form of forced labour, debt bondage or slavery, or any other form of involuntary labour.

4. Ensuring Freedom of Association

The right of workers to form and join workers' representations and unions of their choice and the right to collective bargaining shall be recognised and respected, however, shall not have a negative impact on the execution of their work.

If the freedom of association or collective bargaining is restricted by law, employees must at least be permitted and enabled, by way of an alternative, to associate freely and independently for bargaining purposes.

5. Compliance with Legal Working Time Regulations

Working time must comply with governing laws and industrial standards, depending on which of the two is stricter. Working time must not exceed 48 hours per week.

Working overtime must be voluntary and paid separately.

Workers are entitled to at least one free day after six consecutive working days.

6. Working Conditions: Health and Safety

Business partners are required to provide a safe and healthy working environment for workers and to promote health and safety measures for the prevention of work-related accidents, injuries or diseases in the workplace or while operating company machines. Workers must be informed of and practise health and safety measures regularly. The

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same regulations apply for social facilities and workers' accommodations if the latter are available.

7. Wages Corresponding to Minimum Legal or Industrial Standards

Business partners shall guarantee that all workers receive wages in keeping with legal or industrial standards or corresponding to required minimum wages, depending on which of the two is higher. Our business partners must endeavor to pay wages that meet the workers' basic needs. Illegal and unjustified payroll deductions are prohibited. Workers must receive complete information as to the composition of their wages.

8. Disciplinary Measures Subject to National Standards and International Human Rights

Workers are to be treated with dignity and respect. Sanctions, civil penalties, other penalties or disciplinary measures may only be imposed in compliance with national standards currently in force and international human rights.

9. Exclusion of Bribery

On principle Nutrisun does not tolerate any kind of bribery or corruption whatsoever. If gifts are considered courteous and customary in certain countries discretion must be used to ensure that such gifts not be construed as bribes or improper inducements.

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Signature

Nutrisun GmbH & Co. KG

Signature, Stamp

Name of company