

Supplier Code of Conduct



PREAMBLE

anona is a medium-sized family owned business with values at its core and a big emphasis on corporate responsibility and due diligence.

The Code of Conduct is based on national laws and Corporate Sustainability Due Diligence Directive (Lieferketten-sorgfaltspflichtengesetz; LkSG) and international agreements like the UN Universal Declaration of Human Rights, the UN Children's Rights and Business Principles, the United Nations Guiding Principles on Business and Human Rights, the international labour standards of the International Labour Organization and the UN Global Compact.

As part of our commitment to customers and consumers to adhere to the following principles, we also expect our business partners, suppliers and service providers (hereafter, collectively: suppliers), to uphold comparable standards.

This Supplier Code of Conduct supplements the existing contracts between suppliers and anona. If the conditions of the Code of Conduct and a contract contradict one another, the relevant provisions of the existing contract have priority.

The undersigned supplier is obliged to adhere to the contents of this Code of Conduct and to promote and ensure, as far as possible, these behaviours within their own suppliers and business partners where they can:



RESPECT OF HUMAN RIGHTS AND NON-DISCRIMINATION

Due to its deep involvement in the global sales and procurement markets, the supplier is particularly confronted with human-rights challenges within its supply chains. It therefore respects internationally recognised human rights and abides by conventions, agreements and laws to protect these rights and basic human freedoms. The personal value of the individual human must always be protected.

All humans are equal in the eyes of the law and are treated by the supplier with respect. To this end, the supplier condemns all forms of discriminatory behaviour and disadvantage to a person due to race, ethnic background, gender, gender identity, sexual orientation, religion, beliefs, world view, political beliefs, (dis)ability, age, marital status and/or socio-economic situation.



ABIDING BY LAWS

The supplier abides by the applicable laws and regulations, especially, but not limited to, workplace, food and environmental law. Regulations for the export and import of goods and products, including embargos and economic sanctions, are recognised as binding and the supplier does business in respect of such.



HUMANE AND FAIR WORKING CONDITIONS

The supplier strictly opposes human trafficking, including the recruitment, transport, trade, accommodation or reception of persons, in particular under threat of violence or other forms of pressure, for the purpose of exploitation. Hiring or using security forces must be refrained from if their employment results in people being treated inhumanely, degraded or injured.

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The supplier ensures appropriate working conditions for its employees. This includes abiding by the applicable laws on working conditions, hours and holidays. Our supplier also abides by the valid laws on minimum wages or, if non-existent, refrains from deliberate remuneration below the poverty line. The valid regulations and industry standards on remuneration and compensation are to be adhered to. Employees are to be appropriately remunerated. The wages must be clearly defined and paid regularly and in full.

Child labour is not permitted in any phase of production. The undersigned supplier is obliged to abide by the recommendations in the ILO conventions for the minimum employment age of children. Furthermore, the age must not be below the legal school-leaving age in the country of employment, and in any case, not below 15. Young employees' rights are to be protected. Children under 18 may not be employed for work which could be damaging to the health, safety or decency of children. Particular protection regulations must be abided by.

The supplier respects employees' rights to freely organise themselves, form works councils and participate in unions, or to choose not to. No employees may experience professional or personal disadvantages on behalf of the supplier due to their membership to collective representation/a union.

The supplier abides by all laws and regulations regarding workplace health and safety and makes efforts to create a safe and hygienic working environment for its employees. It also operates an appropriate management system for workplace health and safety.



ETHICAL BUSINESS

The supplier is obliged to respect open and transparent business transactions as per the national and international anti-corruption regulations, laws and standards.

The supplier refrains from offering assets to (public) officials or private persons in exchange for contracts or other advantages. The supplier also demands the same integrity from all third parties with which it maintains a business relationship. The supplier's management team uses appropriate measures to ensure that employees and business partners are aware of and abide by the rules regarding corruption.

The supplier abides by the legal regulations on the prevention of money laundering and does not itself participate in money laundering activities.

In the interest of free competition, the supplier refrains from any behaviour which may impede this. This includes price fixing, market splitting or misuse of market-leading positions. It employs fair business practices, including correct and truthful advertising.

The protection of intellectual property and trade secrets is of crucial importance in business in general. The supplier respects the property rights of business partners and third parties and only uses these in agreement with and/or in return for fair remuneration of the affected rights-holder.



ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

The supplier's production facilities must hold the appropriate approvals for commercial operation.

The supplier abides by all laws and regulations, EU regulations and international environmental protection standards. Negative environmental effects are limited to the bare minimum. The supplier minimises any negative influence its business activities could have on the environment and avoids wasteful use of resources.

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The supplier may not remove land, woods or water which people rely on to live, in violation of legitimate rights. Business partners must not take part in deforestation of endemic vegetation for agricultural purposes. Clearance of any kind is unacceptable for us, especially in the following areas: Virgin forest (such as rainforest), riparian vegetation, wetlands, swamps, floodplains, slopes and above-ground carbon sinks. Damaging changes to the soil, water and air pollution, noise emissions and excessive water consumption must be avoided, if these damage the health of people, significantly adversely affect the natural resources for the production of sustenance, or hinder people's access to clean drinking water or sanitary provisions.

The suppliers have a commercial responsibility to treat animals respectfully. The supplier abides by animal rights laws and uses alternatives to animal testing wherever possible, permitted and scientifically valid.

Solid waste which is produced must be calculated, managed, reduced and responsibly disposed of or recycled. Chemicals or other materials which present a risk if released into the environment are to be calculated and managed such that safety is ensured when interacting with these materials, that is, when transporting, storing, using, recycling or reusing, and disposing of them.

Energy consumption must be monitored and documented. Economical solutions for improving energy efficiency and reducing energy consumption must be found.



PRACTISING THE CODE OF CONDUCT

The supplier will regularly monitor its own compliance with this Code of Conduct. Furthermore, appropriate random checks may be carried out by anona or by third-parties commissioned for such by anona, with prior agreement or in the case of founded reason to suspect breaches of the Code. If the audit discovers problems at the place of production, anona will work with the supplier to create a plan of action. In the case of a suspect breach of the Code, and to safeguard increased-risk supply chains, the supplier must inform anona promptly of the identified breaches and risks and the measures taken. Serious or ongoing breaches of this Code of Conduct will be considered detrimental to the contractual relationship between the supplier and anona and may lead to the right to terminate the supplier relationship without notice.

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The supplier confirms, with this signature, that it abides by the Code of Conduct described above.

[supplier]

legally represented by [...]

(Supplier seal)



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DER NAHRUNGSMACHER