



backaldrin®

# Supplier code of conduct

backaldrin International – The Kornspitz Company





## Introduction

At **backaldrin International – The Kornspitz Company GmbH**, we are committed to an important and forward-looking task: ensuring a sustainable and careful supply chain. By implementing a seamlessly monitored supply chain, we cannot only guarantee the high quality of our products, but also make our contribution to preserving the environment and protecting human rights. In today's world, it is therefore essential that companies not only focus on their financial success, but also fulfil their obligations towards the environment and society. Living sustainability and supply chain stewardship are key aspects of this responsibility. A comprehensive review and analysis of the entire existing supply chains to ensure that all purchased raw materials are produced in an ethically correct and environmentally friendly manner is therefore a top priority for us. It is a challenging undertaking, but one that we take on with commitment and determination.

With our suppliers, we focus on **transparency** and **open communication** about the tasks that a supply chain entails for all parties involved. backaldrin is therefore also committed to auditing not only our suppliers, but also our own business activities. Any supplier who does not meet these criteria must initiate appropriate improvement measures and document this progress.

This document summarises backaldrin's **guiding principles** for suppliers and partners in accordance with international standards and guidelines. This backaldrin **Code of Conduct** provides the cornerstone for joint cooperation and the effective implementation of these principles.

## Legal requirements

Our suppliers are obliged to comply with the applicable national laws and regulations of the countries in which they do business.

It is clarified that compliance with this Code of Conduct does not release our suppliers from additionally fulfilling any further requirements that may arise from the laws and other legal provisions applicable to them.

- Our suppliers comply with all **relevant environmental and social laws** in the countries in which they operate. They cooperate with local authorities transparently and on an equal footing.

- We expect our suppliers to adhere to fair business practices and reject all forms of **corruption, extortion and fraud**.
- Our suppliers verify accruing **supply chain** requirements both with themselves and with their suppliers.
- Information security and data protection** is an essential part of the cooperation and the effective protection for their company and their employees is ensured in both areas.

## Business ethics and employees

- Employees are hired on the basis of qualifications and education. There is **no discrimination** based on ethnic origin, skin colour, language, sexual orientation, gender, religion or any other personal choice.
- Our suppliers respect **basic human rights** and create **fair working conditions** for their employees. They must comply with international labour standards, including the prohibition of child and forced labour.
- **Local working conditions** are safe, hygienic and allow the production of compliant products. The protection of employees, the provision of suitable work equipment and regular training on occupational safety are observed and appropriate measures are derived as required.
- The supplier takes measures to protect its employees from **persecution, discrimination or any other harassment in the workplace**. Incidents may be reported anonymously or in person at any time. Reports received will be handled with the utmost care and immediate action will be taken to prevent recurrence. This reporting procedure is also accessible to supply chain participants external to the company.
- **Employees are paid** at all times in accordance with the legally applicable minimum requirements or in accordance with collective agreements. Salaries are paid in full and on a regular basis.

## Food Safety and Culture

- All products delivered to backaldrin International are produced, stored, packaged and/or traded **in accordance with current food safety requirements** and other applicable **legal food regulations**.
- The supplier can demonstrate **a fully functioning and complete quality management system** at all times. The implemented system is based on the current state of technical and professional knowledge, follows the legal regulations for food, is regularly controlled and, if necessary, adapted within the framework of continuous improvement.
- **Critical control points** within the manufacturing, storage, packaging or trading processes are strictly controlled and fully documented. Any deviations that occur are immediately rectified in the course of **corrections and corrective measures**.
- If raw materials or products supplied by them to backaldrin are affected by **incidents** that could influence **food safety or quality**, our quality department must be informed immediately. **Communication** about any problems should be **open and transparent** so that we can work together to find the best possible solution.
- The supplier maintains and lives the **food safety culture** described by EU regulations or food standards. The integrated system is accessible to every employee and is exemplified and maintained by the management.

## Sustainability and animal welfare

- Suppliers commit to take action **to reduce the environmental impact of their operations and supply chains**. These include reducing greenhouse gas emissions, minimising waste and pollution and promoting the sustainable use of natural resources. Suppliers of palm, cocoa, soy or other commodities that are at risk of being grown in deforested areas shall take particular care to ensure that their operations do not directly or indirectly lead to deforestation.
- Suppliers to our industry must ensure that **animal welfare** is respected and protected in their operations and supply chain. This includes implementing appropriate animal welfare standards, providing suitable living conditions and avoiding cruel practices.
- The careful **handling of waste**, especially that containing persistent organic pollutants (as defined by the applicable laws and regulations), and the associated environmentally appropriate handling, collection, storage and transport must be carried out in accordance with the applicable laws, regulations and environmental directives.

# Supply chain responsibility

**Supply chain responsibility** is an essential aspect of modern business operations and primarily covers three main areas: Employees, consumers and business partners.

For **employees**, supply chain responsibility means ensuring that their **rights and welfare are upheld throughout the supply chain**. This includes fair wages, safe working conditions and respect for their basic human rights. Companies must take proactive measures to ensure that their supply chains are free from child labour, forced labour and other types of exploitation.

For **consumers**, supply chain responsibility ensures that the products they buy **have been produced ethically and responsibly**. Consumers today increasingly value sustainable and ethical consumption. Companies that take their supply chain responsibility seriously gain the trust of consumers, which is a competitive advantage.

**Business partners** – including suppliers and distributors – also play a key role in **supply chain**

**responsibility**. Companies need to ensure that their partners share and adhere to similar standards of ethical and social responsibility. This requires open communication, clear expectations and regular reviews of supply chain practices.

After all, **supply chain responsibility** is not just about doing the “right thing”. It is also good for business. Companies that adhere to **social, economic and environmental standards in their supply chain** minimise risks, strengthen their brand value and improve their relationships with stakeholders. It is a long-term investment that leads to sustainable growth and success.

Our corporate policy is based on the principles of the OECD (Organisation for Economic Cooperation and Development)

# Acknowledgement and consent of the supplier

By signing this document, the supplier commits to comply responsibly with the stated requirements and confirms the communication of the contents of this Code of Conduct with all parties involved.

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Company

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Contact person

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Date, Place

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Signature/Stamp

For ease of reading, no gender-specific differentiation is made in this code of conduct. Where applicable, the masculine form has been chosen to apply to both genders equally.

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