
UNIQFOOD Code of Conduct for Business Partners

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1 Preamble

At UNIQFOOD, we are aware of our responsibility towards people, the environment and society. As part of global supply chains, we are committed to respecting human rights, fair working conditions and the protection of the environment and resources. This Code of Conduct defines the fundamental expectations that we have of our business partners - including contractual partners, suppliers, producers and service providers - to ensure that this responsibility is maintained throughout the supply chain. This code is based on internationally recognised standards and guidelines, such as the United Nations (UN) Universal Declaration of Human Rights, the core labour standards of the International Labour Organization (ILO) and the UN Global Compact.

2 Scope of Application

This Code of Conduct applies to all business partners of the UNIQFOOD Group, consisting of UNIQFOOD GmbH and UNIQFOOD Produktions GmbH (hereafter referred to together as 'UNIQFOOD'). It obliges compliance with the social and environmental standards contained therein at all business and production sites, including subsidiaries, which are commissioned to manufacture and/or provide goods and/or services for UNIQFOOD. We also encourage our business partners to incorporate the principles and requirements set out in the Code of Conduct into their own business relationships wherever possible.

3 Social responsibility

3.1 Prohibition of forced labour

We do not tolerate any form of forced or compulsory labour, slavery, or other forms of involuntary labour. This includes bonded labour, forced overtime and the confiscation of identity documents, among other things. All labour must be voluntary and free from the threat of punishment. Employees must have the option to terminate their employment at any time. Before commencing employment, employees must be provided with all written information about their rights, obligations and working conditions in a language they understand.

3.2 Prohibition of child labour and protection of young workers

Any form of child labour is strictly prohibited. The applicable legal minimum age for admission to employment must be observed. Persons under the age of completion of compulsory education at the place of employment and under the age of 15 may not be employed.

The rights of young employees between the ages of 15 and 18 must be given special protection. In particular, they may not work at night and may only carry out activities that do not jeopardise their health, safety and development. Access to participation in education and training programmes must be ensured.

3.3 Living wage

All employees must be paid fair and appropriate remuneration. Pay for regular working hours and overtime (including bonuses) should be at least equal to the applicable statutory minimum wage and/or industry standards, whichever is higher. In addition, wages and salaries should be sufficient to cover the basic living requirements of employees and their families. Remuneration must be paid regularly and punctually in full, including all legally required benefits such as social security contributions.

3.4 Fair working hours

Working hours must comply with applicable laws or industry standards, whichever is more stringent. Overtime must be voluntary and may not be required on a regular basis. Regular weekly working time may not exceed 48 hours plus a maximum of 12 hours of overtime. In addition, the right to rest breaks every working day and the right to at least one day off in seven days must be observed.

3.5 Freedom of association

The right of employees to form and/or join employee representative organisations, including trade unions of their choice, the right to collective bargaining and the right to strike must be respected, insofar as this is legally permissible in the respective country of employment. Employees must not fear discrimination, reprisals and/or intimidation due to their membership in a trade union.

3.6 Prohibition of discrimination

Every employee has the right to be treated with dignity and respect. Any kind of discrimination in the workplace must be strictly prohibited and prevented. Employees must not be discriminated against or excluded on the basis of gender, age, religion, ancestry, birth, social background, disability, ethnic and national origin, nationality, trade union or other legitimate organisation membership, political affiliation or opinion, sexual orientation, family responsibilities, marital status, pregnancy, illness or other characteristics that could lead to discrimination, during recruitment, employment or access to training and further education.

Equal opportunities and equal treatment must be guaranteed in all aspects of employment. To this end, measures must be taken to promote an inclusive working environment that values employee diversity and actively prevents discrimination, harassment and bullying.

3.7 Health protection and occupational safety

Employees must be provided with a safe and hygienic working environment that complies with applicable legal requirements and international standards. Workplaces must undergo ongoing risk assessments to systematically identify hazards, and suitable measures must be taken to protect occupational health and safety, in order to prevent and minimise accidents and health risks. This includes providing safe work equipment and appropriately sized personal protective equipment, as well as regular health and safety training for employees. Access to clean sanitary facilities, drinking water and adequate rest breaks must also be guaranteed.

3.8 Preserving the natural basis of life

Land, forests or bodies of water whose use secures people's livelihoods must not be withdrawn unlawfully or evicted. Harmful soil changes, water and air pollution, noise emissions and excessive water consumption must be avoided if they jeopardise human health, significantly impair the natural conditions for food production or restrict or prevent access to clean drinking water and sanitary facilities.

4 Environmental responsibility

4.1 Appropriate environmental protection

Responsible, entrepreneurial behaviour in accordance with all applicable national and international laws, regulations and standards for limiting and avoiding environmental pollution is required. In particular, environmental standards relating to soil changes, wastewater treatment, waste management and greenhouse gas emissions must be adhered to, and the release of hazardous substances into the environment must be prevented.

This also includes analysing and assessing the environmental impact of business activities and taking appropriate measures to prevent, mitigate and remedy negative impacts on the surrounding communities, natural resources, the climate and the environment as a whole.

4.2 Resource-preserving action

Resources such as energy, water and raw materials must be used efficiently and sparingly. In addition, steps should be taken to reduce consumption, waste and emissions. Wherever possible, renewable energies and sustainably produced raw materials should be favoured over conventional options. Chemicals should be used in a targeted manner, with their use kept to a minimum.

5 Ethical standards

5.1 Prohibition of corruption and money laundering

Any form of corruption, bribery or unfair business practices will not be tolerated. All national and international anti-corruption laws must be complied with and it must be ensured that no financial or other inducements are offered, promised or accepted in order to gain unlawful advantages.

Active measures should be established to prevent money laundering. For this purpose, control mechanisms must be established to ensure that financial transactions are not used to conceal the origin of illegal funds or to finance criminal activities. All processes must be designed so as to avoid any suspicion of bribery or unethical behaviour. Any indications of corrupt behaviour or suspicious transactions must be disclosed immediately and handled responsibly to ensure transparency and compliance with legal regulations.

5.2 Avoiding conflicts of interest

Potential and actual conflicts of interest that could arise from private matters, economic connections or relationships with relatives or other related persons or organisations should be identified and avoided at an early stage. Business decisions must always be made on an objective and transparent basis, without personal or financial interests influencing independence or integrity.

5.3 Fair competition

The principles of fair competition must be observed and all applicable antitrust and competition law regulations must be followed. Distorting competition through collusion, price fixing, market sharing or other unfair practices is prohibited. Free and fair competition is essential for promoting long-term, sustainable business relationships.

6 Acknowledgement and agreement

This Code of Conduct forms an integral part of our order conditions. By accepting an order, the business partner acknowledges the principles and requirements set out in this Code of Conduct and agrees to fully comply with them throughout the entire business relationship. Compliance with this Code of Conduct is an essential prerequisite for working with UNIQFOOD. We reserve the right to take appropriate measures in the event of violations, including termination of the business relationship.

7 Language and validity compliance

This Code of Conduct is available in German and English. In the event of any discrepancies or differences in interpretation between the two versions, the German version shall prevail.