

Code of conduct for suppliers

This Code of Conduct for suppliers established by the Emsland Group is considered the minimum standard for responsible procurement processes. Compliance with these minimum standards is expected of all suppliers, manufacturers, contracting companies, consultants, agents and other suppliers of goods or services.

I. Business integrity

Compliance

Emsland Group expects its suppliers to comply with all the applicable laws and regulations of the countries in which they operate.

Anti-corruption declaration

The supplier guarantees compliance with the applicable statutory provisions governing the active and passive acceptance of advantages and/or bribery. Corrupt agreements with customers, suppliers, authorities or other third parties are strictly forbidden.

II. Sustainability, environment and energy

Emsland Group supports and promotes sustainable operating and cultivation methods and agricultural production systems. This is an integral part of the supply strategy and supplier development practiced by Emsland Group. Emsland Group expects its suppliers to make a continuous effort to increase the efficiency and sustainability of its businesses processes. This includes optimizing the consumption of natural resources, including energy and water.

III. Workforce standard

Employment of prisoners and use of forced labor

Under no circumstances may the supplier use forced labor or employ persons to work under any other type of oppression, nor may it profit in any other form from the employment of such persons. The use of forced labor of any sort is likewise forbidden, as is corporal punishment, deprivation of personal freedom, threatening the use force, or the use of other forms of harassment or abuse as a means of establishing discipline or gaining control. The supplier may not use any factories or production sites in which unpaid workers or persons working under forced labor conditions are employed. Further, the supplier may not commission any sub-suppliers who fail to comply with the aforementioned obligations to manufacture products. The employment of workers who are part of an official program for the rehabilitation of prisoners is not considered a violation of the Code.

Child labor

The use of child labor by the supplier is strictly forbidden. Child labor refers to all activities performed by children which involve any mental, physical, social or moral endangerment of or injury to children and which are opposed to their educational needs.

Working hours

The supplier must ensure that its employees work in compliance with all laws and obligatory industry standards relating to working hours. In the event that a statutory requirement is in conflict with an obligatory industry standard, the regulation applicable under national law takes precedence.

Remuneration

The salaries and social contributions paid to the employees must be in compliance with the applicable laws and binding tariff agreements. The same applies for overtime and other additional payments.

Prohibition of discrimination

The supplier shall, in the process of hiring and employing workers, ensure compliance with the applicable statutory provisions on the prohibition of discrimination on grounds of race, skin color, religious affinity, gender, age, physical condition, national origin or other differentiation prohibited by law.

Freedom of association and right to collective bargaining

The supplier respects the right of its employees to freedom of association and collective bargaining, as long as this does not run counter to national regulations or standards.

IV. Occupational health and safety

Working environment

The supplier must offer its employees safe and healthy working conditions and - where available - safe living conditions. The provision of clean drinking water, adequate sanitary facilities, emergency exits and basic safety equipment, access to emergency medical aid and appropriately illuminated and equipped workstations is considered the minimum requirement. In addition, factories and facilities must be built and maintained in compliance with the standards set by applicable laws and regulations.

Product quality and safety

All products and services provided by the supplier must meet the standards of quality and safety prescribed by applicable law. With regard to business-related activities with or on behalf of Emsland Group, the supplier must comply with the quality standards set by Emsland Group.

V. Verification and termination of the supply agreement

Emsland Group reserves the right to verify the supplier's adherence to the Code. If any acts or circumstances that are not in compliance with the Code are identified, Emsland Group shall have the right to demand remedial action. Emsland Group also reserves the right, as a last resort, to terminate agreements with those suppliers which fail to observe this Code.

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