



CODE OF CONDUCT FOR SUPPLIERS

CHAMPIGNON-HOFMEISTER GROUP

(August 2016)

The principle of acting of Champignon-Hofmeister group is sustainable behaviour that protects natural resources and is a socially responsible and lawful entrepreneurial conduct. This principle applies within each company and in relations with our business partners. Hence it is expected from the suppliers of Champignon-Hofmeister group to follow these basic principles. This code of conduct describes the minimum requirements that must be met by the suppliers to follow these basic principles and meet the standards set.

We expect our suppliers to comply with the national laws applicable for them and to conduct in accordance with the regulations of this code of conduct.

1.

Social and work conditions

Child and forced labour

Child labour and forced labour of any kind are rejected in any kind. The supplier shall ensure that the relevant national laws and international agreements are complied with.

Compensation and benefits

The supplier shall make sure that the wages and additional services comply with the applicable legal provisions including the provisions for minimum wages and are in line with the local industrial and market standards.

Working hours

The applicable regulations concerning working hours are adhered to.

Freedom of association

The supplier recognises the right of employees of freedom of association and collective bargaining within the legally permissible scope.



Non-discrimination principle

The supplier shall follow the principles of equal opportunities and equal treatment and shall prevent any kind of discrimination and verbal or physical harassment of employees.

Health and labour protection acts

The supplier must comply with all the applicable health and labour protection acts and regulations and monitor all activities and procedures for possible risks. The supplier shall employ a suitable management system for occupational safety and health protection. All necessary permissions must be obtained.

2.

Environment protection and quality

All national and environment protection laws and regulations must be complied with by the supplier. It is assumed that the supplier works in a way that resources are spared, environmental risks are minimised and environmental impact is reduced. The supplier shall employ a suitable management system for monitoring environment protection.

Moreover, the supplier must comply with all relevant quality and food regulatory requirements. The supplier is expected to inform the Champignon-Hofmeister group immediately in case of any irregularities.

3.

Compliance and integrity

Anti-trust and competition law

The supplier is committed to fair competition. Competition protecting laws, especially anti-trust law and other competition regulating laws must be followed. Unlawful agreements about prices or other conditions, sales areas or customers and misuse of market power are to be omitted.



Corruption and bribery

The supplier must prevent corruption and bribery especially with regard to such payments, bribes or other benefits that influence decisions. Conflict of interest in business relations with Champignon-Hofmeister group or third parties that could give rise to the appearance of a conflict shall be avoided.

Confidentiality and data protection

The supplier must keep all the business and other data and business correspondence with Champignon-Hofmeister group confidential and follow the relevant regulations.

4.

Compliance with the code of conduct for suppliers

The Champignon-Hofmeister group has the right to audit compliance with requirements of the code of conduct for suppliers upon reasonable notice.

The supplier shall summon his suppliers to comply with the specifications laid down in this code of conduct. The supplier is responsible for his own supply chain.

Each violation against the obligations mentioned in the code of conduct for suppliers is considered as a fundamental breach of contract by the supplier.

Confirmation of compliance with the code of conduct:

Company (*Name and address of supplier*):

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Signature of approved signatory:

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