



CODE OF CONDUCT

for suppliers of Kotányi GmbH






MEXICO

USA

BRASIL





Dear business partners,

we are living in a time of rapidly changing global economic framework conditions and ever increasing worldwide competition among goods suppliers and service providers. Therefore, it is more important than ever to companies like Kotányi, apart from providing a high quality in all products and actions, to maintain and further increase the trust of all stakeholders (consumers, customers, authorities ...) also by constant integrity and constant ethical behaviour.

Trust and a good cooperation as well as high ethical and social standards are important principles which are an essential part of our corporate values and, therefore, model for all our actions and behaviour. Also in the cooperation with our suppliers, we want to contribute to fair and correct actions and behaviour with respect to human rights, consumers, society and environment on all levels.

The aim of the code of conduct for suppliers is to help us to sustainably embody the principles of behaviour which are important to us in our daily business thinking and actions. Apart from ensuring that all relevant statutory regulations are complied with, we wish to define standards for our business relationship which go beyond that. We assume that the present code of conduct is made available to all employees and executives and that you ensure within your company that correct behaviour in terms of ethics is supported.

We are convinced that we can look towards a bright business future together based on these principles of behaviour.

We thank you for your support and cooperation.

Yours sincerely,

The management



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1. Relations to employees

1.1 Work and social standards

Kotányi demands that its suppliers at least observe the ILO core labour standards and the basic principles defined therein. Moreover, Kotányi expects that any statutory, local remuneration regulation and working hours regulation be strictly complied with.

1.2 Diversity

Kotányi appreciates the variety of different opinions, cultures and ideas and regards the equal treatment of members of different groups as natural. Therefore, Kotányi firmly stands up against any type of discrimination and does not tolerate any discrimination, with its suppliers, on the grounds of origin/nationality, sex, religion or worldview, sexual orientation, pregnancy or parenthood, family status, age, disability or other reasons coming under the principle of non-discrimination.



1.3 Health protection, occupational safety and fair working conditions

Kotányi expects from its suppliers that adequate procedures and protective measures for the unlimited guarantee of safety at work and health protection are implemented and existing. The guarantee of fair working conditions means for Kotányi at least payment and working hours conforming to the law as well as a fair leadership behaviour.

1.4 Freedom of association and opinion

Kotányi expects its suppliers to, in accordance with the respective national legislation, respect the right of their direct and indirect employees to constitute an employees' representation and to be politically active, respectively. We firmly stand up against any retaliation measure and attempted intimidation of employees of the suppliers.



2. Business relations

2.1 Fair partnership

Kotányi regards suppliers as partners with whom to enter into a long-term, fair and honest relationship. Kotányi takes fairness and honest, respectful behaviour in business relations for granted.

2.2 Cartel and competition law

Kotányi is committed to fair competition. Any restriction of free competition by breaking laws or any arrangements contrary to cartel law will not be tolerated.

2.3 Non-cash benefits and invitations

Kotányi employees are not allowed to accept any cash gifts. Promotional gifts of a low value, gifts with a symbolic value or invitations to occasional business lunches or dinners which are customary in a place may be accepted.

Kotányi rejects any type of bribery and corruption in business relations. Any suspected attempted bribery will be reported to the Kotányi management or the Kotányi Compliance Officer.

2.4 Local legislation

Kotányi is subject to the legislation and jurisdiction of many countries. We take the compliance with all applicable statutory requirements for granted.

Kotányi expects the suppliers to be aware of the fundamental laws, regulations and requirements which are relevant to the business relationship and ensure that they are fully implemented and complied with. Written or oral contractual regulations





must never be contrary to the applicable law. If any contract is in conflict with a statutory requirement, the law will prevail.

2.5 Relations to authorities

Kotányi firmly rejects any type of corruption. Relating to the cooperation with authorities, money, gifts or invitations must on no account be used to influence any decision.

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3.Environment

3.1 Biodiversity

According to its embodied corporate social responsibility, Kotányi takes any measure available in the context of its economic power to also preserve environmental resources for the next generation. Kotányi is firmly committed to protect the biodiversity and also expects its suppliers to responsibly use natural resources.

3.2 Environmental protection

The compliance with the national and international environmental law (laws, regulations, directives, standards...) is binding. Moreover, it is desirable that an appropriate environmental management system be implemented.



4. Products and processing

4.1 Product safety and authenticity

All suppliers of Kotányi must guarantee that any raw materials or products neither present any defects, nor properties which might impair the health of consumers. Kotányi expects suppliers to implement strict quality, safety and hygiene regulations in the entire manufacturing, storage and transport process.

4.2 Raw material and product labelling

The legal declaration and conformity in accordance with the applicable food law is binding to suppliers. According to a business partnership, Kotányi expects the suppliers to provide a trusting cooperation from the selection of suppliers to the continuous suitability test.



Inspiration





Passion

compliance with code of conduct



5. Observing the code of conduct

Kotányi expects its suppliers to not take any measure contrary to the principles of the code of conduct for suppliers. The observance of these requirements constitutes the basis of each supply agreement and an integral part of all supplier contracts.

Any incompliance with the principles defined in the code of conduct for suppliers will be regarded as major impairment of the business relationship and will imply the right of Kotányi to, subject to setting an appropriate term for implementing measures of improvement, terminate any contract or business relation without notice.



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