

	Code of Conduct for Suppliers and Logistics partners	M2-RL-02 V1
		Gültig ab: 01.01.2022

1 Purpose/Preamble

Our long-term corporate success is based on ethical business practices and responsible behaviour. These are also the expression of our values and convictions. We expect our Suppliers and Logistics partners to adopt these principles as if they were their own, to comply with the standards set out in this Code of Conduct and to promote such compliance throughout the entire supply chain.

The reference framework is the United Nations Declaration of Human Rights, the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD) and the International Labour Organization (ILO) conventions.

2 Scope

The Code of Conduct for Suppliers and Logistics partners is aimed at both manufacturing suppliers and service providers such as dealers or logistics companies and forms an integral part of our contractual framework agreements with our business partners. Should the provisions of this Code of Conduct or any international legal provisions and conventions differ from local regulations, the stricter regulation shall apply in all cases.

yourharvest AG reserves the right to check compliance with the standards set out in the Code of Conduct for Suppliers and Logistics partners. A breach of this Code of Conduct may lead to the termination of the business relationship.

2.1 Ethical standards

2.1.1 Compliance with the law

At all times, our Suppliers and Logistics partners shall comply with the applicable laws and regulations of the countries in which they operate. This applies regardless of whether compliance is monitored by government authorities.

2.1.2 Fair competition and ethical entrepreneurship

In addition to dealing fairly with their business partners and with third parties, our Suppliers and Logistics partners support fair and earnest competition. Our Suppliers and Logistics partners do not tolerate any form of corruption or of advantages being granted. They voluntarily comply with the anti-corruption recommendations set out in the OECD Guidelines for Multinational Enterprises. Our Suppliers and Logistics partners commit to never providing any employees of yourharvest AG with unlawful advantages in connection with business activities. This applies in particular where the type and scope of such advantage is likely to have an impact on the employee's actions and business decisions. It is assumed that no third parties, such as brokers, sponsors, representatives or other intermediaries, may be used to circumvent this rule.

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2.2 Labour and social standards

2.2.1 Compliance with human rights

Our Suppliers and Logistics partners undertake to ensure the respect of human rights in accordance with the UN's Universal Declaration of Human Rights.

2.2.2 Child labour and young employees

Child labour is not permitted. The ILO conventions set the minimum standards that must be complied with in relation to the employment of young people.

2.2.3 Forced labour

Forced and slave labour are not permitted, including prison labour.

2.2.4 Discrimination

Our Suppliers and Logistics partners commit to provide equal opportunities and to guarantee non-discrimination. Any discrimination against employees, i.e. based on race, origin, nationality, skin colour, religion, ideology, political and trade union activities, gender, sexual orientation, age, disability, illness or pregnancy, is not permitted.

2.2.5 Workers' rights

Our Suppliers and Logistics partners grant fair wages and working hours and social benefits that meet industry standards or international conventions. As a general rule, employment contracts are agreed in writing. Moreover, our Suppliers and Logistics partners guarantee their employees' health and safety services that meet national and international standards. They strive to constantly improve working conditions.

2.2.6 Freedom of association and collective bargaining

Our Suppliers and Logistics partners allow both active and passive freedom of association and collective bargaining within the framework of country-specific legislation.

2.2.7 Health and safety

Our business partners ensure that national laws relating to occupational health and safety at the workplace are complied with.

2.3 Environmental standards

We expect our Suppliers and Logistics partners to take their responsibility to protect the environment seriously. Notably this includes making sure that the environmental impact of production processes is as low as possible, developing new processes to protect the environment and designing new products in such a way that natural resources are preserved and used efficiently. We always strive for the highest level of safety and quality of products. As a minimum requirement, all country-specific applicable laws must be complied with. Further requirements for producers are defined by the Sustainable Procurement Policy.

2.4 Exchange of information and communication

We provide information to our business partners in a timely and transparent manner.

- We make sure that our business partners know their direct contact persons and that they are informed in good time about any organisational changes at yourharvest AG that may be relevant to them.
- All quotations, concerns and questions from business partners are answered promptly and openly by the responsible staff.
- Upon request, our employees are available for meetings with business partners. These meetings can take place on-site or online.

2.5 Business integrity

Suppliers and Logistics partners must conduct their business according to the highest ethical standards.

Therefore, suppliers and service providers must comply with all applicable national and international laws and regulations, notably in relation to corruption, bribery, antitrust/competition law, intellectual property and conflict of interest.

2.6 Competition/integrity

Suppliers and Logistics partners must comply with the principle of free competition and not engage in bid fixing, price fixing, price discrimination or any other unfair practices.

2.7 Anti-corruption, bribery & compliance

Suppliers and Logistics partners must not participate, whether directly or indirectly, in any activity involving corruption, extortion or embezzlement, or any form of bribery. This includes, but is not limited to, promising, offering, giving, or accepting any type of improper incentive, whether financial or other, including bribes, improper business entertainment and gifts, and kickbacks.

2.8 Right to audit

Suppliers and Logistics partners agree that yourharvest AG may mandate official auditing bodies to carry out audits. The aim is to ensure compliance with the code, taking into account the existing agreements with the partner.

We, the undersigned hereby confirm:

- having received yourharvest AG's Code of Conduct for Suppliers and Logistics partners in its 2021 version and having acknowledged it. We undertake to meet its principles and requirements.
- that we also acknowledge that compliance with such Code represents an essential requirement for the business relationships between yourharvest AG and us as their supplier.