

DECLARATION OF PRINCIPLES ON THE HUMAN RIGHTS STRATEGY IN THE SUPPLY CHAIN

We are expressly committed to respecting and protecting human rights and the environment. We base our business activities on internationally applicable standards and guidelines, such as the United Nations Declaration of Human Rights or the conventions and recommendations of the International Labour Organization on labour and social standards. We also expect this from our business partners.

We are committed, and expect our suppliers and service providers to be committed, to complying with minimum requirements such as international and national laws and the core labour standards of the International Labour Organization.

As a company in the food industry, we subject the suppliers of the products that we process to a thorough and ongoing review, including with regard to any risks (risk management). This includes analysing the supply chain with regard to possible human rights violations and breaches of environmental protection.

With our supplier code of conduct, we inform our suppliers about our standards, which we expect them to comply with. If a risk of negative impacts on human rights or the environment is identified within a business relationship, we assess this and work towards appropriate changes in terms of remedial measures.

We expect our employees to report breaches of laws, regulatory requirements or self-imposed obligations (such as these principles) via our digital whistleblower system or other complaint channels. This can also be done anonymously and also applies explicitly to our suppliers and third parties. This whistleblower system can be accessed via the websites

of all companies in the Bauer Group. Confidential reports can also be made via line managers, the works council, the location's compliance officer or the Group management.

As part of the compliance procedure, human rights officers in the Bauer Group companies are responsible for compliance with the due diligence obligations under the Supply Chain Due Diligence Act. In their dual role as sustainability officers, they form the interface to the group-wide sustainability management and thus to the other areas of doing business in a sustainable manner.

Responsibility for the implementation of this Declaration of Principles lies with the managing directors of the parent company and the managing directors of the Bauer Group subsidiaries.

In this way, we ensure that all companies are aware of their own responsibility to respect human rights and implement them on a daily basis.

The Declaration of Principles is taken into account in the corporate guidelines, the code of conduct and the supplier code of conduct. Employees and managers receive regular training in this regard.

The Declaration of Principles is a living document. Among other things, regular updates are made when risk analyses are carried out within the scope of the Supply Chain Due Diligence Act, and the results are evaluated.

All processes, measures and responsibilities communicated in the Declaration of Principles are anchored and implemented in the relevant business processes of the Bauer Group.