

Supplier Code of Conduct Sustainability

Valensina Gruppe

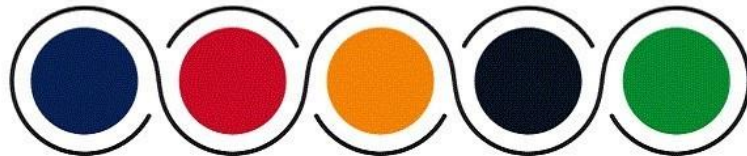


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1 Introductory Remark

As one of the leading family-owned companies in the fruit juice industry, the Valensina Group is aware of its corporate responsibility along global supply and value chains and actively assumes this responsibility. With passion, motivation and joy, we pursue the goal of meeting the highest standards in everything we do. Our business activities, as well as those of our suppliers and business partners, must be in harmony with human rights and environmental protection in order to continuously promote sustainable business practices. We focus on long-term business relationships based on partnership and specify our expectations in this Supplier Code of Conduct Sustainability.

1.1 Objective

This Supplier Code of Conduct was drawn up by Valensina GmbH for suppliers, co-packers, licensees and other business partners in order to ensure social and ecological compliance and the associated corporate responsibility along the entire supply chain in addition to existing agreements and contracts.

The background to social sustainability is provided by German and EU legislation, which imposes far-reaching human rights due diligence obligations on companies along their supply chains. The human rights requirements set out in this Supplier Code of Conduct are also largely based on the *core labor standards of the International Labor Organization (ILO core labor standard)*, the *OECD Guidelines for Multinational Enterprises* and the *ten principles of the United Nations Global Compact*. Valensina GmbH also endeavors to cooperate with its customers and to fulfill its due diligence obligations in the course of the Supply Chain Due Diligence Act (LkSG) and formulates its requirements and expectations in this Supplier Code of Conduct.

1.2 Scope of application

The Supplier Code of Conduct of Valensina GmbH applies to suppliers, co-packers, licensees and other business partners, without prejudice to provisions already made in existing contracts.

In the following, Valensina GmbH is referred to as "Valensina", the suppliers, co-packers, licensees and other business partners as "supplier(s)" and this Supplier Code of Conduct as "codex".

By agreeing to this codex, suppliers agree to comply with Valensina's stated expectations and requirements for social and environmental compliance. Suppliers are aware that they must behave in accordance with the listed requirements in order to enter into or maintain a business relationship with Valensina.

Suppliers must not attempt to circumvent the obligations of this codex. For example, contracts for work, subcontracting, agreements to work from home, training programs or the use of fixed-term employment contracts may be acceptable arrangements in

appropriate cases. However, these may not be used to circumvent the provisions of this codex.

Suppliers are encouraged to communicate the expectations and requirements set out in this codex to their own upstream suppliers and business partners in an appropriate manner, to strive to comply with internationally recognized standards with regard to human rights and environmental concerns and to continuously improve implementation.

2 Governance

This chapter explains the governance topics relating to responsibilities and reporting.

2.1 Responsibilities

It is expected that the implementation of socio-ecological requirements will be ensured through effective organizational and operational measures. The establishment of corresponding management responsibilities and positions is a fundamentally suitable step in this regard, which we welcome.

2.2 Reporting

Suppliers are encouraged to provide Valensina, upon reasonable request, with information on the risks, expectations and behavioural obligations identified by Valensina as part of its risk analysis and communicated to suppliers regarding human rights and environmental issues in relation to their own business area and their upstream suppliers and business partners, which Valensina, its affiliated companies or its customers require for transparent documentation and reporting. This information should cover the areas of employee matters, social matters, human rights, corruption, diversity, environmental matters and the associated risks and concepts pursued.

3 Social Responsibility

Valensina is aware of its social responsibility in its own business area and along the supply chain and actively assumes this responsibility. In addition to complying with national laws, internationally established guidelines and national and international industrial standards, suppliers are expected to observe production and working conditions in accordance with the requirements of the internationally recognized ILO conventions, the UN Global Compact and the OECD Guidelines for Multinational Enterprises. Valensina and its suppliers aim to continuously improve social standards and the human rights situation along the supply chain.

The expectations and requirements formulated by Valensina regarding child labor, forced labor, discrimination, remuneration, working hours, disciplinary measures, employment contracts, freedom of association, health/safety, unlawful eviction and land confiscation as well as grievance mechanisms are explained in more detail below.

3.1 Child labor

Valensina fundamentally rejects all forms of child labor. This applies in particular to the worst forms of child labor, such as slavery, child trafficking, use in armed conflicts, prostitution, pornographic performances and the trade or production of drugs. It is assumed that the minimum age for admission to work in accordance with ILO Convention No. 138 is not less than the age of completion of compulsory education and in no case less than 15 years. Employees under the age of 18 are excluded from work that is considered dangerous, unsafe or harmful to health.

3.2 Forced labor

Valensina does not tolerate any form of forced or compulsory labor. Forced or compulsory labor is any type of work or employment that is not voluntary and is performed under threat of punishment. No one may be employed or forced to work against their will, including in the context of debt bondage, servitude, oppression or slave-like practices. The provision of work must be in any case compatible with internationally recognized labour and social standards.

3.3 Discrimination

Equal opportunities and equal treatment are a cornerstone of Valensina's social responsibility. Therefore, discrimination, whether based on gender, age, religion, ethnicity, origin, disability, marital status, sexual orientation, political opinion, membership in a workers' organization or trade union or other personal characteristics (e.g. skin colour), is inadmissible and must be avoided. Decisions on the type and manner of employment should be made solely based on the employee's abilities.

3.4 Employment contracts and working hours

Suppliers are encouraged to provide employees with a written employment contract where required by law. It is strictly forbidden to withdraw or withhold personal identification documents of any kind from employees.

Working hours must in all circumstances comply with the applicable law or the applicable collective agreement. Work breaks must be granted in accordance with the applicable law. Employees' working hours must be documented and remunerated in accordance with the applicable legal provisions. Overtime is to be worked voluntarily or regulated by a contract or collective agreement. Employees should have at least one day off after six consecutive working days. In addition, the rest periods between working hours prescribed by applicable law must be observed.

3.5 Remuneration

Remuneration should cover the local cost of living and not be below the local minimum wage. A portion of the remuneration must be left to the free disposal of the employees and the respective legally prescribed social benefits must be complied with. Deductions

from wages as a disciplinary measure are not permitted. Wages must be paid in a manner that is practical for the employees. Employees must be regularly informed of the composition of their remuneration in a form that they can understand. This expressly includes the payment of equal pay for work of equal value.

3.6 Disciplinary measures

All forms of harassment, infliction of physical or psychological harm, abuse and intimidation are prohibited. Only disciplinary measures in accordance with national laws and internationally recognized human rights standards are tolerated. All employees are to be treated with dignity and respect.

3.7 Freedom of association

Suppliers shall comply with and respect the applicable rights of employees to freedom of association, trade union organization and collective bargaining. Employees may join employee representative bodies or trade unions of their choice or form them themselves. Membership of such an association must not result in employees being subjected to discrimination, reprisals, retaliation, harassment or intimidation.

3.8 Health and safety

The health and safety of employees in the workplace must not be endangered under any circumstances. Suppliers are expected to ensure that the working environment for employees is hygienic and safe. Fundamental to this are, as far as practicable, clean sanitary facilities, sufficient lighting, ventilation and heating systems, sufficient drinking water and regular safety instructions and training. This also includes protection against fire, extreme heat or cold and toxic substances. In the event of illness, employees have the right to be absent from work after providing appropriate proof. In addition, access to health care must not be denied. It must be ensured that employees are provided with appropriate protection at work (e.g. protective clothing, hearing protection, etc.). If dormitories are provided by suppliers, they should be designed to provide hygienic and safe conditions. Suppliers should not hire or use private or public security forces to protect a project or its sites if these security forces, due to lack of instruction, training or control, disregard the prohibition of torture and cruel, inhuman or degrading treatment or injure life or limb or impair the freedom of association and unionization.

3.9 Unlawful eviction and land confiscation

Land, forests and waters that are used to secure livelihoods may not be unlawfully taken from the persons concerned, nor may this area be unlawfully evicted. Suppliers are expected to ensure this when acquiring, developing or otherwise using land, forests and waters. In particular, the needs of local populations and vulnerable groups must be considered.

3.10 Complaints mechanisms

Suppliers are encouraged to ensure that employees and other associations have access to confidential and effective grievance mechanisms with as few barriers as possible. Complaints and information relating to the expectations and requirements formulated in this codex should be documented and forwarded to Valensina. Complaining persons or associations must not be disadvantaged or penalized. Suppliers are also expected to communicate the possibilities of the complaints mechanisms to their upstream suppliers and business partners.

4 Ecological Responsibility

The protection of nature and the environment is an integral part of Valensina's actions, both in its own business operations and along the supply chain. Suppliers must comply with the applicable legal requirements for nature and environmental protection and strive to continuously reduce and avoid environmental pollution and to constantly improve environmental protection measures. Applicable procedures and standards for waste management, the handling of chemicals, other hazardous substances and their disposal as well as for emissions and wastewater treatment must be complied with. Environmentally and socially compatible production is to be promoted. Responsible and efficient use of resources is a prerequisite at all stages of the value chain and in all phases of the product life cycle. Suppliers are expected to make appropriate and effective efforts to continuously reduce the consumption of resources.

Only ingredients and materials that meet the legal requirements may be used. The current state of scientific knowledge and the recommendations of the relevant national and European scientific institutions should always be considered. The required ingredients, additives and materials should be carefully selected, taking a holistic approach.

Hazardous substances, chemicals and materials must always be labeled. Safe handling of storage, transportation, recycling and disposal is expected to be observed and documented in compliance with all applicable laws and regulations relating to hazardous substances, chemicals and materials. Suppliers should ensure that applicable substance restrictions and product safety requirements are observed.

Suppliers may not manufacture, import or export products containing mercury. They may not use mercury or mercury compounds in accordance with the Minamata Convention in their manufacturing processes; mercury waste must be treated in accordance with the provisions of the Minamata Convention (Mercury Convention).

Suppliers shall not manufacture, use, store or dispose of persistent organic pollutants in an environmentally harmful manner that violates the provisions of the Stockholm Convention (POP-Convention).

Suppliers shall comply with the prohibition on the export of hazardous waste under the Basel Convention. Accordingly, it is not permitted to export hazardous wastes and other wastes (i) to a party that has prohibited the import of such hazardous wastes and other wastes; (ii) to an importing country that has not consented in writing to the import, unless that importing country has not prohibited the import of such hazardous wastes; (iii) to a country that has not ratified the Basel Convention or that is not listed in Annex VII to the Basel Convention; or (iv) to a country where such hazardous waste or other waste is not managed in an environmentally sound manner. As defined by the Basel Convention, suppliers shall not import hazardous wastes and other wastes from a country that has not ratified the Basel Convention

Negative environmental impacts, in particular possible deforestation and/or forest degradation, water pollution, air pollution, soil pollution or threats to biodiversity must be considered. If genetically modified organisms (GMOs) are used or are suspected of being used, suppliers must inform Valensina.

5 Risk Management Measures

Valensina is committed to long-term, partnership-based business relationships with its suppliers. Therefore, the solution to improving human rights and environmental protection for Valensina lies in cooperation across all stages of the supply chain. Suppliers are encouraged to continuously identify, monitor and document potential risks, violations and complaints relating to human rights and environmental issues both in their own business area and along their supply chain. At the same time, suppliers are expected to appropriately address the expectations and requirements of this Code with their upstream suppliers and business partners.

To this end, Valensina will check suppliers for potential risks and violations in an appropriate manner. This can be done before entering a new business relationship or within an existing business relationship, for example through risk monitoring, regular supplier surveys, training or other appropriate measures.

To the extent permitted by law, Valensina is entitled to request the necessary information from suppliers that this codex has been properly implemented. This includes the disclosure of any documents and information that are relevant for the proof of proper implementation.

At the same time, Valensina reserves the right to carry out appropriate controls in coordination with the suppliers, e.g. through audits, to the extent necessary to fulfill its own due diligence and reporting obligations.

If, in Valensina's opinion, there is a violation of the expectations set out in this codex, suppliers are expected to cooperate with Valensina in a solution-oriented and transparent manner in order to end, minimize and prevent future violations through effective and appropriate measures. In the event of serious violations, Valensina

reserves the right to impose appropriate contractual consequences, up to and including termination of the business relationship. In any case, it is expected that any violations identified will be responded to with appropriate preventive or remedial measures and, if necessary, recorded in an action plan in cooperation with Valensina. The actual determination of the implementation of individual measures is made by those responsible at Valensina, considering the identified risks, existing, event-related complaints and expectations as well as the severity of the violation. The legal consequences depend on the contractual and legal possibilities. The expectations and requirements of this codex may be adjusted at any time at Valensina's discretion, but in agreement with the suppliers.

6 Overview of Relevant Laws, Standards and Conventions

The laws, standards and conventions listed below are an integral part of this codex.

- The German law on corporate due diligence obligations in supply chains (Lieferkettensorgfaltspflichtengesetz - LkSG)
- International Covenant on Civil and Political Rights of December 19, 1966
- International Covenant of December 19, 1966 on Economic, Social and Cultural Rights
- The "Global Compact" of the United Nations
- The ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up of 18.06.1998 (ILO Core Labor Standards)
- ILO conventions on social and labor issues (29 / 87 / 98 / 100 / 105 / 111 / 138 / 155 / 182 / 187)
- OECD-Guidelines for multinational Enterprises
- Minamata Convention on Mercury of October 10, 2013 (Minamata Convention)
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their disposal of March 22, 1989 (Basel Convention)
- Stockholm Convention on Persistent Organic Pollutants of March 22, 2001 (Stockholm Convention/POP Convention)

Valensina Gruppe



Valensina GmbH
Ruckes 90
41238 Mönchengladbach
+49 (0)2166 98 37 - 0
E-Mail: Nachhaltigkeit@valensina.de
Website: www.valensina-gruppe.de