

Code of Conduct for Suppliers of WEPU-Brot GmbH

WEPU-Brot GmbH bases its activities on the principle of sustainable, lawful, and socially responsible corporate action designed to protect the natural environment. This basic principle applies not only within our company, but also to our relationships with business partners. Therefore, WEPU-Brot GmbH also expects its suppliers to adhere to this basic principle. This Code of Conduct describes the minimum requirements that suppliers of WEPU-Brot GmbH must meet in order to uphold this basic principle and fulfil statutory standards.

WEPU-Brot GmbH expects its suppliers to comply with the national laws applicable to them, and expects that their actions will fulfil the regulations of this Code of Conduct.

1. Social and working conditions

Work hours

Applicable statutory regulations on work hours are complied with.

Compensation and benefits

The supplier ensures that wages and benefits comply with applicable statutory regulations, including provisions on the minimum wage, and that they are in line with local industry standards.

Freedom of assembly

The supplier recognises employees' right to freedom of assembly and collective action within the framework permitted by law.

Child and forced labour

Child labour and all forms of forced labour are strictly rejected. The supplier ensures that applicable national laws and international agreements are complied with.

Prohibition against discrimination

Any kind of discrimination is prevented. The supplier respects the principles of equal opportunity and equal treatment, and prevents verbal or physical harassment of employees.

Health and occupational protection laws

All applicable health protection and occupational safety laws and regulations must be fulfilled by the supplier, and all activities and processes in relation to potential hazards must be reviewed. The supplier maintains a suitable management system for occupational safety and health protection. All relevant approvals must be obtained.

2. Quality and environmental protection

WEPU-Brot GmbH requires its suppliers to comply with all relevant and applicable quality and food regulations. In addition, the company expects that suppliers will inform WEPU-Brot GmbH promptly if there are any irregularities in these areas. Furthermore, the supplier must comply with all required national environmental protection regulations and laws. Resources must be protected, environmental risks minimised, and environmental impacts must be reduced. The supplier maintains a suitable management system to monitor environmental protection.

3. Compliance and integrity

Antitrust and competition law

The supplier hereby undertakes to engage in fair competition. Laws designed to protect and regulate competition, in particular antitrust laws, must be observed. Prohibited agreements regarding prices or other conditions, sales territories or customers, and the abuse of market power will not be tolerated.

Corruption and fraud

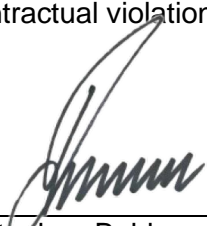
The supplier must not engage in any corrupt or fraudulent activities, in particular with respect to payments, bribes or other advantages that could influence decisions. Conflicts of interest in business relationships with WEPU-Brot GmbH or third parties must be reported.

Confidentiality and data protection

The supplier must treat all business-related and other data and business-related correspondence with WEPU-Brot GmbH as confidential. The relevant regulations must be observed.

4. Compliance with the Code of Conduct for Suppliers

WEPU-Brot GmbH reserves the right to review compliance with the requirements of the Code of Conduct for Suppliers with reasonable advance notice. The supplier must also require its own suppliers to comply with the specifications set forth in this Code of Conduct. The supplier is responsible for their own supply chain. Any violation of the obligations outlined in the Code of Conduct for Suppliers shall be considered a significant contractual violation by the supplier.



Stephan Bahlmann
- Managing director -