

Code of Conduct for Business Partners

of Reichold Feinkost GmbH
of Matthor Internationale Lebensmittelspezialitäten GmbH

19th of March 2025



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Introduction

Reichold Feinkost GmbH / Matithor Internationale Lebensmittelspezialitäten GmbH has set itself the goal of creating a basis for lasting, profitable growth and a longterm, sustainable increase in corporate value, thereby preserving Reichold Feinkost GmbH / Matithor Internationale Lebensmittelspezialitäten GmbH as an independent family business for future generations.

We are committed to using natural resources in a responsible and legally compliant fashion, to creating and maintaining healthy working conditions and to excluding risks to health to the greatest possible extent. By constantly reviewing and improving our manufacturing processes and investing in new technologies, we ensure our process capabilities along the entire value chain.

We see our business associates as our partners; openness, fairness and ethical principles are the cornerstones of our collaborative endeavours.

Our responsible business dealings are anchored in a commitment to social and environmental compatibility, honesty, loyalty and respect for our fellow human beings and the environment. We have drafted this Code of Conduct to make our position clear to our business associates and all of the businesses along our supply chain.

The Code of Conduct below is a clear statement of these principles. Our aim is to prevent situations that could call into question our integrity and our clients' confidence in our goods and services.

This Code of Conduct sets out the basic rules, standards and actions required to achieve our goals.



01

Introduction

The requirements described in this Code of Conduct are based on the following international guidelines and principles:

- Core labor standards of the ILO
- Human Rights Protection according to the German Institute for HR
- Paris Climate Accords
- The ten principles of the UN Global Compact
- Supply Chain Due Diligence Act (Germany acronym: LkSG)

The Code of Conduct applies to all business associates we partner with who have a business relationship with the Feinkost Dittmann - Reichold Feinkost GmbH group of companies and their subsidiaries. Whenever this Code of Conduct references Reichold Feinkost GmbH, this refers to Reichold Feinkost GmbH and all of the companies directly or indirectly controlled by it. Male pronouns in the following text serve purely to simplify the wording and should be read as referring to all genders.

02

Trust

Trust

We pursue an open information policy.

We can only achieve these goals if everyone involved plays their part. Therefore, our Code of Conduct describes binding requirements for all business associates and their parent companies and subsidiaries, which also include our business associates' supply chains. Trust through honest and compliant management of business and employees is a personal challenge and the result of joint efforts.

Reichold Feinkost GmbH / Matithor Internationale Lebensmittelspezialitäten GmbH treats all information received from our business associates, observations or findings obtained in the course of audits as confidential.

Our company's intellectual property is our most valuable asset, which must be protected and respected. We respect the intellectual property of others to the same extent. Intellectual property includes copyrights (including copyrights for software and databases), trademarks, recipes, know-how or other proprietary information.



Social responsibility

Social responsibility

03

Responsibility



Respect for others and prohibition of discrimination

Our success is also largely based on treating each other with respect. We are prepared to learn from mistakes, and we value open communication.

There is no discrimination against people based on their race, ethnic origin, gender, religion, political views or ideology, disability, age or sexual orientation.



Forced and child labour

Our business associates undertake not to use child labor in accordance with the ILO. Forced labor is likewise not permitted. Employees of our business associates have a legal work permit and their personal documents are not withheld.



Remuneration and working hours

Our business associates comply with the applicable national legislation. Employees are paid remuneration that is in line with the laws applicable at their place of employment and receive the legally valid and guaranteed minimum income and social benefits.

Social responsibility

03

Responsibility



Occupational health and safety

Our business associates warrant that they comply with the health and safety legislation applicable to their employees under the laws applicable at the place of employment.

Workplaces and workflows must be designed to be technically and organizationally safe and humane, and efforts must be made to ensure that all employees are aware of the need to prevent hazardous situations from arising and to work independently.

In order to optimally prevent accidents and work-related illnesses, our business associates undertake to maintain an appropriate occupational health and safety management system that is suited to reducing work-related health risks.



Freedom of association

Our business associates respect the right to freedom of association and the right to collective bargaining under applicable law.

Forming, joining and being a member of a trade union or other employee representative body must not be taken as grounds for discrimination, unequal treatment or retaliation.

Ecological responsibility

Climate protection/energy management

Reichold Feinkost GmbH / Matithor Internationale

Lebensmittelspezialitäten GmbH calls on its business associates to record and reduce their carbon footprint and thus contribute to achieving the targets agreed at the climate conference in Paris (1.5 degree scenario).

Our business associates are encouraged to improve their energy efficiency and thus minimize greenhouse gas emissions.

We call on you to comply with all legal directives and other requirements to minimize and continuously improve harmful environmental impacts in all areas of the company.

Ecological responsibility

Animal welfare

Our business associates undertake to comply with the applicable laws on animal protection and animal welfare in their company.

Ethical requirements

Ethical requirements

05

Requirements



Integrity / bribery

We is committed to sustainable business relationships with its customers and business associates for the benefit of both parties.

We thus does not tolerate any form of bribery or acceptance of bribes, acceptance or granting of advantages or corruption.

Our business associates comply with the UN and OECD conventions on combating corruption and the relevant anti-corruption laws.

Conflicts of interest between personal interests and professional duties must be avoided.



Protection of competition

Competition law prohibits conduct that hinders free and fair competition and restrains trade. These laws apply equally to us as a supplier and buyer of services and goods.

We does not participate in illicit agreements and practices that restrain competition, in particular agreements on prices, conditions and market sharing with competitors.

Our business associates refrain from misleading and aggressive business practices and comply with the requirements of antitrust and competition law.



Whistleblowing/protection

Our business associates have undertaken to comply with this Code of Conduct. Violations can be reported to the business associates or via the anonymous reporting office:

[Reporting platform](#)

Data protection

Data protection

The businesses we partner with comply strictly with the regulations on protecting personal data and respect the general personal rights of all persons with regard to their personal data.

Compliance with the GDPR is a top priority. Personal data may only be collected, processed or used insofar as this is necessary for specified, clear and legitimate purposes. The use of data must be transparent for the data subjects. Their rights of access and rectification and, if applicable, to objection, blocking and erasure must be safeguarded. Employee data is protected by corresponding service agreements. All further matters are governed by our privacy policy.

When it comes to technical protection against unauthorized access to data and information as well as against loss or destruction, appropriate standards must be maintained that correspond to the state of the art.

Reichold Feinkost GmbH / Matithor Internationale Lebensmittelspezialitäten GmbH cooperates with all responsible public bodies and supervisory authorities.

