

Code of Conduct

for BÄKO-ZENTRALE eG and its suppliers

... alles
für Bäcker
und
Konditoren



In performing its business activities, BÄKO-ZENTRALE eG is committed to complying with all applicable laws and legal regulations, particularly when procuring goods globally. Sustainability regarding social, ethical, and ecological aspects are of great importance for the business policy of our company.

We also expect that our suppliers and their sub-suppliers fully comply with those criteria that we detail below:

➤ Compliance with applicable laws and regulations

In their business activities, our suppliers must comply with the respective legal requirements that are applicable nationally and in the EU.

As a supplier, you will ensure that the requirements of the BSCI Code of Conduct, the UN Global Compact, the UN Universal Declaration of Human Rights, the Standards of the International Labour Organization (ILO), as well as those of the UN will be complied with and audited regularly.

➤ No forced labour

Our suppliers will not use factories or workplaces where persons who are not paid or work against their will are forced to perform the work.

➤ Employing underage persons

Employment of workers who have not yet reached the statutory minimum age for the respective type of work, scope of work, and working hours will not be tolerated.

➤ Working time

All statutory regulations and those agreed in collective labour agreements regarding working time and rest periods will be complied with. Employees will not be required to work longer than the legally permitted maximum amount of working hours on a regular basis. At least one day off per week is deemed as sufficient free time.

➤ Employees' health and safety

The supplier's and sub-suppliers' employees will not be exposed to major risks to their health and safety. Here, the supplier of BÄKO-ZENTRALE eG must ensure that appropriate work safety management systems are introduced and implemented that are suitable to prevent immediate danger to life or permanent damage to health.

➤ Remuneration and benefits

All employees will receive the contractually agreed remuneration and benefits on a regular basis. Remuneration and benefits will comply with the respective valid statutory regulations.

➤ Ban on discrimination

Suppliers will not discriminate against employees based on origin, skin colour, religion, gender, age, physical abilities, or for any other reasons during recruitment and employment.

➤ Work environment

Suppliers will offer their employees a safe work environment and safe work conditions and will provide them with any safety equipment required. Furthermore, the establishments must comply with the applicable legal requirements and regulations.

➤ Environmental and safety issues

Suppliers have implemented processes for the handling and disposal of waste, chemicals, and other dangerous substances, as well as for the reduction of emissions. The statutory minimum requirements will be checked continually and complied with or exceeded.

➤ Freedom of association and right of collective bargaining

If the right of freedom of association and collective bargaining is restricted by national law, employees must at least be permitted to organise themselves independently and freely for the purpose of negotiating. Disciplinary measures against employees that peacefully and legally make use of their right of association are not permitted.

➤ Corruption

Ethically correct behaviour and complying with the respective national and international laws and standards are the foundation of all business relations. Corruption, bribery, and breach of trust of any type are prohibited. Company management as well as employees must behave in a manner that does not create personal dependencies or obligations.

This Code of Conduct is an integral part of the supplier agreement of BÄKO-ZENTRALE eG with its partners and, together with the supplier agreement, therefore serves as the basis of our business relationship. BÄKO-ZENTRALE eG reserves the right to check compliance and implementation within the framework of an unannounced audit.

The requirements of this Code of Conduct must be communicated to all sub-suppliers and service providers of the suppliers of BÄKO-ZENTRALE eG.

Sustained compliance with the foregoing code of conduct will be secured by the supplier by means of process and development organisation measures.

If there is evidence that the supplier does not comply with the Code of Conduct as described above, the business relationship may be terminated. Existing agreements may be terminated by BÄKO-ZENTRALE eG.

The supplier confirms that he will comply with the requirements set out in the foregoing, and that he will obligate his sub-suppliers accordingly.