VAN HEES
we know how

VAN HEES GmbH – Code of Conduct

Innovation that tastes good. Responsibility that has an effect.

Our vision: We make good food even better – enjoyable, safe, sustainable and based on partnership.

As a leading international partner to the food industry, we work with our customers to design innovative solutions that combine flavour and technology, creating real added value for people and markets.

Our mission: We supply functional and enjoyable product solutions for the food industry – reliable, safe and trend-setting.

With passion and technological expertise, we develop innovations that work, and this ensures the sustainable success of our customers. All this, in order to make good food even better. Side by side with our customers, reliably, in partnership, effectively.

Our success is teamwork. Collectively, we take responsibility for quality, innovative strength, delivery reliability and customer proximity.

Committed day after day, economically within reason and proud of what we achieve together.

1. Self-image and values

VAN HEES stands for responsible business practices and a pronounced awareness in our own business environment, especially for the people with whom we work. All along our value chain, we keep economic aspects in mind just as we do social and environmental ones. The continuous development of our activities in these three dimensions forms an essential basis for sustainable growth.

We are committed to the principles of the UN Global Compact (human rights, labour standards, environmental protection and anti-corruption) and to the United Nations Sustainable Development Goals (SDGs). These serve as a recognised orientation framework for our business decisions and activities.

We have developed this Code of Conduct to clarify our principles for business contacts and employees. It defines the principles for responsible, ethical and sustainable corporate behaviour. It also contains binding and legally compliant rules of conduct that serve as guidelines for day-to-day business and business decisions.

The Code of Conduct defines both the expectations for our own behaviour and the basic requirements for our business contacts. We expect our business contacts to observe the principles of this Code and to ensure appropriate implementation along the supply chain.

2. Scope and content

Our Code of Conduct is **based on the recognised international frameworks for labour standards and human rights**. This Code of Conduct is based on the ten principles of the UN Global Compact (UNGC). The UNGC is an international initiative under which companies voluntarily undertake to align their business activities and strategies with the ten recognised principles in the areas of human rights, labour, the environment and anti-corruption.

The principles of the UNGC are based on recognised standards, in particular:

- the conventions and declarations of the International Labour Organization (ILO);
- the Universal Declaration of Human Rights;
- the Rio Declaration on Environment and Development;
- the United Nations Convention Against Corruption.

In addition to the principles of the UNGC, we take into account other recognised guidelines, in particular:

- the amfori BSCI Code of Conduct;
- the Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development;
- the United Nations Guiding Principles on Business and Human Rights.

We are also committed to the Sustainable Development Goals (SDG) of the United Nations, which are categorised accordingly in the following text.

The VAN HEES Code of Conduct is regularly reviewed and, if necessary, adapted to changes in legal or company-related requirements.

3. Implementation along the supply chain

Risk management and due diligence obligations in the supply chain

We identify, assess and address economic, human rights and environmental risks along our supply chain in an appropriate and risk-based manner. To this end, we carry out regular risk analyses and take appropriate preventive and remedial measures where this is objectively necessary and legally required. We expect our business contacts to implement risk-based due diligence obligations within the scope of their respective areas of responsibility and to inform us of relevant risks and incidents.

Realisation through our business contacts

We expect our business contacts to respect and comply with this Code of Conduct and the applicable national and international laws and regulations. Our business contacts are responsible for ensuring that the principles set out in this Code of Conduct are implemented appropriately within their sphere of influence. The principles described in the Code of Conduct should also be appropriately taken into account when selecting suppliers. Our business contacts are committed to ensuring that the principles of this Code of Conduct are communicated appropriately along their respective supply chains.

We reserve the right to verify compliance with this Code of Conduct to an appropriate extent.

Reporting system

VAN HEES provides business contacts and employees with a confidential reporting system in accordance with the applicable whistleblowing policy. This system can be used to report suspected cases, violations or risks in connection with non-compliance with this Code of Conduct or legal regulations. The use of the reporting system is expressly welcomed.

*A reporting office within the meaning of the German Whistleblower Protection Act [*Hinweisgeberschutzgesetz, HinSchG*] has been set up to receive such information. This is available to all persons via our homepage www.van-hees.com.*

Any information received will be carefully examined and, if necessary, may lead to appropriate measures or sanctions, up to and including termination of the cooperation.

Our business contacts are encouraged to have appropriate procedures in place so that employees or other business contacts are able to report confidential concerns or seek advice.

Possible consequences of non-compliance

We place great value on working collaboratively with our business contacts. In the case of minor infringements, the possibility may be granted to implement suitable remedial measures within a reasonable period of time, provided there is a willingness to remedy the situation. In such cases, we are available for constructive dialogue.

In the event of serious violations, in particular criminal offences, we reserve the right to impose appropriate sanctions on the respective business contacts. This may also include the immediate termination of the business relationship and the assertion of claims for damages and other rights.

4. Specific requirements

4.1. Human rights and social responsibility

We are committed to respecting internationally recognised human rights and expect the same from our business contacts. In addition, we are committed to not being involved in, or contributing to, human rights violations.[1] We are committed to fair and safe working conditions and are continuously developing corresponding principles.

We expect our business contacts to take appropriate measures against any form of exploitation and to report any relevant suspected cases. Non-compliance may result in appropriate measures or sanctions up to and including termination of the cooperation.

We respect the freedom of association and the right to collective bargaining[2]. Along our supply chains, we promote fair working conditions, appropriate remuneration and equal opportunities, especially for women.

We strictly reject any form of forced labour,[3] prohibited child labour,[4] human trafficking or exploitation.

Decent work and economic growth

In line with SDG 8 ('Decent Work and Economic Growth'), we consider fair and responsible market participation to be an essential basis for the sustainable and long-term development of our company and our business partnerships.

We are committed to the prevention of discrimination[5] in employment and occupation and expect the same from our business contacts.

[1] UNGC No. 2
[2] UNGC No. 3
[3] UNGC No. 4
[4] UNGC No. 5
[5] UNGC No. 6

Gender equality

In line with SDG 5 ('Gender Equality'), we promote a non-discriminatory and equal-opportunity working environment. We are committed to equal development opportunities as well as fair and transparent pay structures.

4.2. Environmental responsibility and sustainable management

We are guided by the precautionary approach when dealing with environmental issues.[6] Our actions are geared towards recognising relevant environmental risks at an early stage and avoiding them wherever possible. This applies to our company and, within their respective spheres of influence, also to our business contacts.

One focus here is on climate action and responsible energy management. Our business contacts are encouraged to sensitise their employees to climate-related risks and to consider suitable measures to strengthen their resilience to climate change. VAN HEES takes into account the effects of climate change and implements appropriate measures to adapt to climate-related risks. We also expect this from our business contacts within the scope of their possibilities. The aim is to gradually make processes and structures more resilient to the effects of climate change.

Climate action and climate impact adaptation

In accordance with SDG 13 ('Climate Action'), we consider climate action to be an integral part of our corporate strategy and are actively committed to reducing our carbon footprint. To this end, the carbon footprint for the main site in Walluf has been calculated regularly every year since 2023.

Access to sustainable, reliable and affordable energy

As part of SDG 7 ('Affordable and Clean Energy'), we promote sustainable energy systems and strive to continuously improve our energy efficiency. This includes the use of energy-efficient processes and renewable energies. To systematically improve our energy efficiency, we operate an energy management system that is in accordance with ISO 50001 and was introduced in 2016.

4.3. Health, safety and high-quality education

The safety, health and well-being of the people working at VAN HEES have top priority. We are committed to a safe working environment and promote health-conscious behaviour. The qualification and further training of our employees and the support of suitable training initiatives are important components of our corporate culture.

[6] UNGC No. 7

Safety

VAN HEES is committed to promoting a safe working environment and preventing accidents at work. We expect business contacts to do the same within the scope of their respective responsibilities. This includes complying with the applicable safety regulations and reporting hazards and near misses in good time. We expect our business contacts to implement suitable accident prevention measures and to provide their employees with appropriate training.

Occupational health and safety

In line with SDG 3 ('Good Health and Well-Being'), the safety, health and well-being of people working at VAN HEES are a high priority. We are committed to a safe working environment, working towards the reduction of work-related health risks and promoting health-conscious behaviour. At the same time, we ensure compliance with the applicable quality and safety standards for our products and manufacturing processes.

Product safety and quality

The safety and quality of our products have the highest priority. We are committed to complying with the applicable food regulations and operate suitable quality management systems. We expect our business contacts to comply with the applicable legal and industry standards in terms of product safety and quality.

4.4. Integrity and global responsibility

As fair and responsible market participants, we act accordingly and expect the same from our business contacts.

We comply with the competition law requirements that apply to us and expect the same from our business contacts. In particular, we refrain from agreements, arrangements and concerted practices that influence prices, conditions, strategies, customer relationships and participation in tenders. The same applies to the exchange of sensitive competition-related information or any other conduct that restricts or may restrict competition in an improper way.

Corruption, bribery and extortion are not tolerated.[7] Donations and sponsorship are made in a transparent manner and in compliance with the applicable legal requirements. Invitations and gifts are only accepted, given or granted if they are appropriate and do not give rise to any expectation of improper consideration. Decision-making processes are transparent and comprehensible.

We comply with the applicable data protection laws and treat personal data carefully and responsibly. Employees are sensitised to data protection issues. We expect business contacts to act responsibly.

[7] UNGC No. 10

In foreign trade, we ensure compliance with the relevant laws, particularly with regard to the import and export of goods, services and information as well as combating international terrorism.

Peace and strong institutions

In line with SDG 16 ('Peace, Justice and Strong Institutions'), we are committed to high ethical standards and to transparent and comprehensible decision-making processes within our company and towards business contacts.

4.5. Implementation, monitoring and continuous further development

Compliance with and the effectiveness of this Code of Conduct are regularly reviewed. We document our progress using suitable key performance indicators (KPIs).

Measurable objectives

We set ourselves appropriate, measurable goals in the areas of environment, social affairs and corporate governance. Our progress is regularly measured and, where appropriate, communicated. If necessary, we initiate measures for continuous improvement. Our business contacts are encouraged to be transparent about their goals and their progress as far as possible.

Promotion of sustainability awareness and sustainable technologies

Through initiatives, training and communication, we strengthen the understanding of ecological interrelationships and sustainable behaviour. We support the implementation of the principles through internal training, transparent communication and open dialogue.

Sustainable consumption and production

In line with SDG 12 ('Sustainable Consumption and Production'), we organise our processes to conserve resources, promote sustainable alternatives and raise awareness among employees and external stakeholders.

We engage in dialogue with suitable external partners and promote partnerships and initiatives that combine sustainable development and corporate responsibility. The aim is to work together on sustainable solutions and meet our social responsibility.

Through these initiatives, we promote greater sustainability awareness[8] and support the development and dissemination of sustainable technologies[9].

[8] UNGC No. 8
[9] UNGC No. 9

Dialogue and partnerships

In line with SDG 17 ('Partnerships for the Goals'), we rely on partnerships with institutions, industry associations and other companies to actively promote sustainable economic and social development. We are committed to transparent and sustainable trading practices and thus contribute to the promotion of responsible economic framework conditions.

5. Summary

VAN HEES is committed to a sustainable, fair and responsible corporate culture. The principles of this Code of Conduct form an essential basis for business decisions and activities. Together with our employees and business contacts, we are working towards sustainable corporate development.

VAN HEES regularly reviews this Code of Conduct and develops it further, if necessary. We support the implementation of the principles through internal training, transparent communication and open dialogue.

By signing this Code of Conduct, we commit ourselves to responsible compliance with the standards set out in this Code. We ensure that this Code of Conduct is communicated to all employees and relevant external business contacts in an appropriate manner.

VAN HEES GmbH

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