



## CODE OF CONDUCT FOR SUPPLIERS

For Rauch respecting people and our planet is of utmost priority. This is not only valid for the Rauch management and employees, but as well for our business partners. Human rights are a fundamental principal of social life. Labour relations and conditions of works disregarding this fundamental principal are not appropriate. As standard requirement for doing business we expect our business partners to observe and follow these fundamental social rights. We face responsibility as a producer and we engage us to protect the human rights and our global environment within the company's sphere of control.

As an acknowledged basis our partners must operate in compliance with all applicable laws, rules and regulations relating to licenses, labour, wages, worker health and safety and environment. All principles are consistent with the Business Social Compliance Initiative (BSCI), the standards of the International Labour Organisation (ILO), the UN Universal declaration of human rights, the Ethical Trading Initiative (ETI) Base Code (SMETA4Pillar) and the principles of the UN Global Compact. Concerning juice and fruits, the AIJN (Association of the Industry of Juices and Nectars)-"Juice CSR principles" apply.

To achieve these social and sustainability objectives the company Rauch has defined the following principles:

### LABOR PRACTICE AND STANDARDS

#### 1) ANTI-DISCRIMINATION

No discrimination in hiring, promotion, salary, performance evaluation or any other conditions of work, discipline, termination or retirement on basis of race, origin, age, gender, beliefs, religion or lifestyle choice against employees are acceptable.

#### 2) CHILD LABOR

No workers under the legal age of employment in the work performing country- no child labor- are allowed. Where local laws are insufficient, international standards must be followed.

#### 3) HEALTH AND SAFETY STANDARDS

The workplace environment must guarantee safe and healthy, humane and productive working conditions. Workers must be provided appropriate personal protective equipment according to a risk assessment- such as gloves, boots, masks, earplugs etc. Workers must be given appropriate training to use the personal protective equipment where needed. All machinery shall be equipped with suitable operational safety devices. Service and inspection are required.



#### **4) WORKING CONDITIONS**

No physical, mental or verbal abuse on any employee is performed. Working hours must comply with the applicable law, industry standards or relevant ILO conventions, whichever standard is more stringent.

#### **5) COMPENSATION**

Compensation (wages, social insurance, accumulation fund, etc.) for employees, for regular working hours as well as overtime, are in compliance with applicable national and local laws.

#### **6) RIGHT TO ASSOCIATION**

All employees shall be free to join organisations of their choice and to bargain collectively. The Business Partner must not directly or indirectly force or influence any worker to join or not to join a particular union.

#### **7) FREELY CHOSEN EMPLOYMENT**

No forced, bonded, compulsory or any other types of involuntary labour is used.

### **ENVIRONMENT PROTECTION**

#### **8) SUSTAINABILITY**

We see nature as our most important resource, therefore we are actively working to act in a sustainable manner. The Business Partner must comply or exceed with all environmental rules, laws and regulations. Initiatives are undertaken to reduce environment and climate impact and to promote the use of improvement targets for energy consumption, waste management, water management and recycling within the operation.

#### **9) LAND RIGHTS**

Secure land rights are a vital component of economic prosperity, sustainable food production and the responsible use of natural resources. We respect land rights throughout our value chain.

### **ETHICS**

#### **10) ANTI-CORRUPTION**

The company dissociates itself from any form of corruption and bribery. It is not allowed to take private benefits for employees for doing business activities. Full compliance with national and international regulations has to be assured.





### **11) FAIR BUSINESS PRACTICES**

We are committed to appreciation and honesty when dealing with Business partners. This includes fairness in competition, discretion with regard to company secrets, sensitive data and confidential information.

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