



SUPPLIER CODE OF CONDUCT

RAUCH attaches great importance to respect for people and our planet. This applies not only to the management and employees of RAUCH, but also to our entire supply chain and therefore also to our business partners, from whom we expect compliance with this Code of Conduct and all relevant laws relating to social and environmental responsibility. This Code of Conduct sets out the basic principles and minimum standards for cooperation with business partners. All business partners are responsible for implementing these principles and must ensure that they are observed throughout their entire supply chain. In particular, business partners must comply with the applicable regulations relating to working conditions, wages, health and safety as well as environmental and climate protection.

This Code of Conduct is based on the core principles of the Business Social Compliance Initiative (BSCI), the Conventions of the International Labour Organization (ILO), the United Nations Universal Declaration of Human Rights, the Ethical Trading Initiative (ETI), the Basic Code (SMETA4PILLAR) and the principles of the UN Global Compact. The AIJN (Association of the Industry of Juices and Nectars) "Juice CSR principles" are also relevant for juices and fruit.

It is important to us that our business partners implement these standards in their business practices, taking into account the specific requirements of their industry. Business partners are required to comply with both legal requirements and ethical standards to ensure responsible and sustainable business practices.

1. ANTIDISCRIMINATION

Discrimination against employees on the basis of ethnic origin, skin colour, age, gender, pregnancy, sexual orientation, faith, religion, political conviction, marital status, ideology or lifestyle is not permitted. The business partner must ensure equality and equal opportunities and prevent any form of discrimination. This applies to all aspects of the employment relationship, including recruitment, training, remuneration, promotion, dismissal and retirement.

The business partner must also create a respectful and fair working environment in which all employees are given equal opportunities to develop their talents.

2. FORCED LABOUR AND SLAVERY

The business partner does not tolerate any form of forced labour, compulsory labour, bonded labour or other types of involuntary labour. The business partner is also committed to adhering to the prohibition of modern slavery and any related practices. This includes serfdom and other forms of abuse of power or oppression in the workplace, such as economic or sexual exploitation and humiliation.



3. CHILD LABOUR

All forms of child labour are prohibited. No employees under the age of 15 or under the legal minimum age of the country in which the work is carried out may be employed.

4. HEALTH AND SAFETY STANDARDS

It is the responsibility of the business partner to ensure that a safe working environment is maintained which complies with the relevant safety standards. This includes implementing adequate safeguards and precautions to avoid excessive mental and physical fatigue. All workplaces and facilities must comply with the applicable laws and regulations, in particular with regard to fundamental human rights in the workplace.

5. WORKING CONDITIONS

All employees must be protected from physical, mental or verbal abuse. Working hours must comply with applicable laws, industry standards or relevant ILO Conventions, whichever is more stringent. The business partner must ensure that all employees have access to safe drinking water during the working day. Where available, the canteen and break rooms must be kept in a clean condition to promote adequate hygiene and employee comfort.

6. REMUNERATION

The remuneration (wages, social security contributions, paid annual leave, etc.) of employees for regular working hours and overtime must comply with the applicable national laws. The business partner is obliged to pay at least the statutory minimum wage regularly or at the agreed time, and to pay statutory social security contributions for eligible employees. Deductions from wages may only be made in accordance with the law, and no penalising deductions are permitted. The business partner must also pay overtime compensation in accordance with legal requirements.

7. FREEDOM OF ASSOCIATION

All employees are free to join organisations of their choice and to engage in collective bargaining. The business partner must refrain from exerting any form of pressure on an employee to join or not to join a particular trade union.

8. DISCIPLINARY MEASURES

Disciplinary measures must be carried out in accordance with national laws and internationally recognised human rights. The withholding of salary, social benefits or documents (e.g. ID cards) is not permitted under any circumstances.

All employees are to be treated with respect, dignity and fairness. No physical, psychological, sexual or verbal abuse or harassment is permitted. Corporal punishment, violence or intimidation against employees are prohibited.

9. SUSTAINABILITY

We regard nature as our most important resource and are therefore actively committed to sustainable behaviour. The business partner must comply with all applicable environmental regulations, laws and ordinances or exceed their requirements. Initiatives shall be taken by the business partner to reduce negative impacts on the environment and climate and to promote improvement targets for greenhouse gas emissions, energy consumption, waste management, water management and recycling within the business partner's organisation.



The business partner will implement an environmental management system and a disaster prevention plan in order to respond to environmental emergencies. The business partner is obliged to dispose of waste, by-products and hazardous substances in an environmentally sound manner and must have suitable waste and wastewater treatment facilities where necessary. Upon request, the business partner must provide all relevant information showing how its business activities affect the environment and climate change.

10. LAND RIGHTS

Secure land rights represent an essential component of economic prosperity, sustainable food production and the responsible use of natural resources, and these rights are respected at every stage of the value chain.

11. ANTI-CORRUPTION

Bribery, corruptibility and other forms of corruption are strictly prohibited. The business partner shall also comply with all professional standards relevant to its industry.

12. IMPLEMENTATION AND DUTIES OF CARE ALONG THE SUPPLY CHAIN

The business partner undertakes:

- a. comply with all legal requirements for due diligence in the supply chain in accordance with Directive (EU) 2014/1760 on due diligence obligations of companies with regard to sustainability (EU Supply Chain Due Diligence Directive CSDDD or CS3D), in particular with regard to the protection of human rights and environmental requirements;
- b. to actively support RAUCH and its customers upon request in fulfilling these due diligence obligations along the supply chain, including the provision of necessary information and documentation;
- c. take appropriate measures to prevent or remedy violations of human rights, environmental standards and other requirements defined in the Directive in its own supply chain;
- d. implement regular monitoring and reporting to ensure compliance with the EU Supply Chain Directive; and
- e. to take appropriate account of the provisions of this Code of Conduct along the supply chain and to enforce them vis-à-vis its own contractual partners by means of suitable contractual agreements.

13. MONITORING AND MANAGEMENT SYSTEM

Due diligence obligations are integrated into the business partner's corporate guidelines through clear responsibilities and regular risk analyses of its supply chain. The business partner carries out inspections, takes appropriate measures to minimise risks and sets up a management system for reports and complaints and to review the effectiveness of its measures.

The business partner undertakes to also address these requirements to its direct and indirect suppliers and to ensure that they also assume corresponding obligations. In particular, the business partner's direct and indirect suppliers shall be obliged to carry out inspections, minimise risks, set up systems for feedback and for checking the effectiveness of their measures and provide information and documentation at RAUCH's request.



In the event of challenges arising in the implementation of the requirements set out in this Code of Conduct, or if there are indications of possible violations, the business partner shall ensure that RAUCH and its customers are entitled to conduct audits and inspections of the business partner and its suppliers. Furthermore, the business partner shall keep RAUCH informed about recognized risks and the measures taken, and ensure that its direct and indirect suppliers are also obliged to provide corresponding information and documentation on request.

RAUCH will treat all information and documents received in confidence and will only pass them on if required by law or contract, subject to appropriate confidentiality measures.

RAUCH reserves the right to terminate the business relationship with the business partner if the latter violates the provisions of this Code of Conduct for Suppliers.

CODE OF CONDUCT REVIEW

The business partner is responsible for ongoing monitoring as well as adequate documentation of this Code of Conduct.

Confirmation of the Supplier:

The undersigned business partner hereby confirms that it has received the RAUCH SUPPLIER CODE OF CONDUCT, agrees with its provisions and ensures that its employees and the entire supply chain comply with them.

SUPPLIER COMPANY NAME:

COMPANY REGISTRATION NUMBER:

VAT-NUMBER:

ADDRESS OF COMPANY:

NAME OF AUTHORISED REPRESENTATIVE(S):

POSITION/FUNCTION:

DATE AND PLACE:

SIGNATURE: _____

COMPANY STAMP: