

Code of Conduct of the Hassia Group

With its parent company Hassia Mineralquellen and its subsidiaries Lichtenauer Mineralquellen, Glashäger Mineralbrunnen, Thüringer Waldquell, Carolinen Brunnen, Gaensefurther Schlossbrunnen, Güstrower Schlossquell, Bionade GmbH, Rapp's Kelterei and the Höhl and Kumpf wineries, the Hassia Group is one of the leading mineral water companies and beverage producers in Germany. The Hassia Group considers itself to be a classic branded company that offers various mineral waters and alcohol-free soft drinks as well as high-quality juices in the upper price ranges.

We expect both our suppliers and their sub-suppliers, i.e. all companies that have a direct or indirect business relationship with a Hassia Group company, to base their actions on the same ethical principles as the Hassia Group itself. For this reason, we have developed a code of conduct that represents a standard for all business relationships. The principles are, among other things, in accordance with the Business Social Compliance Initiative (BSCI), the fundamental principles and rights of the International Labour Organisation (ILO) and the ten principles of the United Nations Global Compact (Davos, 1999). The Hassia Group also strives to exceed these minimum standards whenever possible.

General regulations

1. Scope

This Code of Conduct applies to all suppliers of the Hassia Group. We define “**supplier**” as a contractor for a product, process or service who is in direct contact with a Hassia Group company. We define “**sub-supplier**” as a company that the contractor uses to provide the service we have commissioned and which therefore only has indirect contact with the Hassia Group (hereinafter, both terms are combined under “**supplier**”). Suppliers are required to pass on this Code of Conduct to their business partners in a comparable manner through suitable contractual regulations and to make every effort to regularly check compliance with the obligations.

2. Laws and standards

The supplier will comply with the applicable national laws and standards of the countries in which it operates. In particular, these include labour and social laws, regulations and laws on product safety and environmental protection regulations. Employment contracts or comparable measures may not circumvent this Code of Conduct.

3. Reporting of violations - complaints procedure

If the supplier becomes aware of serious human rights or environmental risks in the supply chain that are highly likely to occur or have already occurred, the supplier will inform the Hassia Group immediately.

Complaints or indications of violations of this Code of Conduct can be reported to the Hassia Group at any time by all persons involved in the supply chains to the addresses communicated on the Hassia Group website. The supplier will refrain from taking disciplinary action against the person filing the report.

4. Sanctions and remedial measures for violations

The Hassia Group is entitled to review the principles set out in this Code of Conduct. The supplier will facilitate this by providing written information for the purpose of the audit and allowing on-site inspections of the facility. This parties (e.g. auditors) may be commissioned by the Hassia Group to carry out the audit. Trade and business secrets of the supplier or third parties are excluded from the obligation to provide information and the possibility of inspection. On-site inspections must be announced by the Hassia Group at least two weeks in advance and carried out within normal business hours. In the event of violations, warnings may be issued to the supplier. If appropriate remedial measures are not initiated immediately and/or the provisions of this Code of Conduct continue to be violated, the Hassia Group is entitled to terminate the contract with the supplier extraordinarily and without notice.

Basic principles

1. Human rights

Internationally recognised human rights are expressly and sustainably supported and respected. It is ensured that the supplier is not complicit in human rights violations.

2. No child labour

Child labour and any kind of exploitation of children and adolescents are not tolerated in accordance with ILO Convention No. 138. The minimum age of employment must not be below the age at which compulsory schooling ends. Under no circumstances may employees be younger than 15 years of age, unless exceptions recognised by the ILO apply.

If the supplier hires young employees, the supplier must ensure that (a) the nature of the work does not adversely affect their safety, health, development or morale; (b) their working hours do not interfere with their participation in vocational training programmes recognised by competent authorities.

3. No forced labour

Any form of forced or compulsory labour in accordance with ILO Convention 29, debt bondage, servitude or work by enslaved persons will not be tolerated. Human trafficking is condemned. No employee may be forced to work directly or indirectly through violence or intimidation. Employees have the right to terminate their employment relationship.

4. Discrimination

The supplier opposes discrimination in hiring or employment in accordance with ILO Convention 111. This refers in particular to ethnic or national origin, skin colour, mental or physical disability, age, gender, religion, political opinion, marital status, sexual orientation or other personal characteristics. The company respects the privacy of its employees.

5. Wages and social benefits

The supplier is obliged to pay its employees at least the statutory minimum wage or, if higher, on the basis of industry standards approved in collective bargaining. Suppliers respect the right of their employees to adequate remuneration that is sufficient to allow them and their families to live in dignity in accordance with ILO Convention 131. They also provide the statutory social benefits. Remuneration must be paid on time, regularly and in full in a legal tender. For overtime, the legally prescribed supplements must be paid in addition to the regular wage.

If accommodation is provided, it must be clean and safe and meet the basic needs of the employees.

6. Regulated working hours and written employment contracts

Employees do not work longer than the legally permitted working hours and legally regulated rest days are observed. Employees must be granted a rest period of 24 hours within a 7-day period. As a rule, the average daily working time of 8 hours and the average weekly working time of 48 hours should not be exceeded.

The supplier guarantees written documentation of the working conditions (e.g. beginning and duration of the employment relationship, working hours, wage and allowances) of its employees as well as the employees of its business partners.

7. Freedom of association and right to collective bargaining

All employees have the right to join and form associations of their choice and to bargain collectively at any time within the framework of the applicable state laws and in accordance with ILO Conventions 87 and 98.

8. Prohibited disciplinary measures

Disciplinary measures against employees may only be taken in accordance with the applicable national and international regulations. Inappropriate disciplinary measures must be avoided, such as the unlawful withholding of salary, social benefits or documents (e.g. ID cards) and prohibition to leave the workplace.

No employee may be subjected to verbal, psychological, physical or sexual violence, coercion, harassment or other abuse.

9. Occupational health and safety

All employees must be provided with a safe and healthy working environment at all times. Appropriate precautionary measures must be taken against occupational accidents and illnesses and adequate personal protective equipment must be provided. Employees must be protected from fire and toxic substances. Sufficient lighting, ventilation and heating systems as well as adequate sanitary facilities must be available.

All employees must receive regular training in the areas of health, safety and emergencies in the workplace.

The training courses must be documented.

The Hassia Group requires the supplier to comply with the basic labour rights of the applicable national legislation. The Base Code of the Ethical Trading Initiative specifies the minimum requirements of the ILO for humane workplaces. The Hassia Group requires the supplier to comply with the ETI Base Code. In this regard, the Hassia Group demands that the supplier's obligations towards employees are not circumvented by the use of subcontractors or other irregular employment relationships.

10. Environmental permits

The supplier must ensure that all necessary environmental permits and approvals are obtained, kept up to date and complied with.

11. Climate and resource protection

Environmental pollution should be avoided or reduced to the unavoidable. The aim is to avoid or continuously reduce the environmental impact of resource and energy consumption, air pollutants, water consumption, soil and water spills and the resulting waste, to preserve biodiversity and promote a circular economy.

The supplier is required to reduce its carbon footprint. The supplier is required to ensure that no clearing of primary forests and other areas of high conservation value (HCV) takes place within the supply chain and that cultivation is prohibited on areas that were cleared after July 2008.

12. Hazardous substances

The supplier must ensure clear labelling of hazardous materials, chemicals and substances and their safe handling, movement, storage, recycling, reuse and disposal.

13. Packaging

The supplier is required to use more environmentally friendly packaging. The aim is to avoid, reduce or improve the environmental impact of packaging wherever possible. These principles are to be applied in the order of priority indicated here. Packaging is considered more environmentally friendly if it is reusable, uses as little material as possible, is recyclable and consists of secondary raw materials or alternative materials or certified paper.

14. No bribery or corruption

No form of bribery or corruption will be tolerated. The supplier and its employees must behave in such a way that no personal dependency, obligation or influence arises. Business conduct based on fairness and compliance with the applicable national and international standards is expected of everyone. In addition to compliance with the provisions of antitrust and competition law, this in particular includes compliance with the regulations on responsible corporate management and the regulations on the prevention of bribery, illegal money transfers (money laundering) and corruption. Insofar as gifts are customary and polite in certain countries, it must be ensured that no binding dependencies arise and that the applicable national legal standards are observed. Any indications of corrupt behaviour should be reported to the Hassia Group.

15. Avoidance of conflicts of interest

The Hassia Group requires the avoidance of conflicts of interest. The supplier may make decisions – in relation to its business activities with the Hassia Group – solely on the basis of objective criteria. Conflicts of interest with private concerns or economic or other activities, including those of relatives or other related persons or organisations, must be avoided from the start.

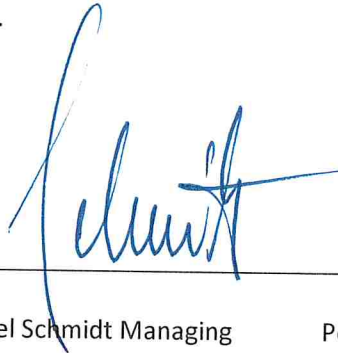
16. Data protection and intellectual property

The supplier will comply with all applicable data protection laws. The supplier is responsible for ensuring that confidential business information or business secrets of which it becomes aware in connection with its business activities with the Hassia Group are kept confidential and that they are not used or disclosed to third parties in an unauthorised manner.

17. Rights of local communities

Suppliers respect applicable local, national, international and traditional land, water and resource rights, especially those of indigenous communities. Legally permitted changes in land use require the documented consent of the affected communities.

Bad Vilbel, 01.10.2023



Place, date

Michael Schmidt Managing
Director Hassia Group
Technology, Logistics, Supply
Chain

Peter Ochs
Head of Central Purchasing Hassia Group

**Confirmation of compliance with the Code of Conduct
of the Hassia Group, version
dated 01.10.2023.**

Company name	
Place, date	
Stamp/signature	Signatory in print

Please return this page to:

Hassia Mineralquellen GmbH & Co. KG
attn. Mr Marc-Oliver Gruppe (marc-oliver.gruppe@hassia-gruppe.com)
Gießener Straße 18-30
61118 Bad Vilbel