

HassiaGroup's - Code of Conduct

The HassiaGroup, with its headquarters in Hassia Mineralquellen and its subsidiaries Lichtenauer Mineralquellen, Glashäger Mineralbrunnen, Thüringer Waldquell, Wilhelmsthaler Mineralbrunnen, Carolinen Brunnen, Gaensefurther Schlossbrunnen, Güstrower Schlossquell, Bionade GmbH, Rapp's Kelterei and the wineries Höhl and Kumpf, is one of the leading mineral water companies and beverage producers in Germany. The HassiaGroup sees itself as a classic branded company offering a variety of mineral waters and soft drinks as well as high quality juices in the upper price ranges.

We expect both our suppliers and their subcontractors, ie all companies that have a direct or indirect business relationship with a HassiaGroup company, to base their actions on the same ethical principles as the HassiaGroup. That's why we have defined a code of conduct that sets the standard for all our business relationships.

General Regulations

1. Scope

This Code of Conduct applies to all suppliers and their subcontractors of the HassiaGroup. We refer to a supplier as a contractor a product, a process or a service that is in direct contact with a HassiaGroup company. As a "Subcontractor", we refer to a company that the contractor uses to create the service we have commissioned and which therefore only has indirect contact with the HassiaGroup. (From here on, both terms are referred to as "the supplier".)

2. Laws and Norms

The supplier complies with the applicable national laws and standards of the countries in which he operates. It acts according to universal ethical values and principles such as the principles of the United Nations „Global Compact“, the core labor standards of the International Labor Organization (ILO) and the Universal Declaration of Human Rights of the United Nations.

3. Business Partner

The company acts according to generally accepted business practices of fairness and honesty. All types of corruption are rejected, including extortion and bribery.

4. Trade Secrets

Trade secrets have to be treated confidentially by both parties. Disclosure of confidential information to third parties or public accessibility is prohibited.

5. Compliance with the Code of Conduct

The HassiaGroup reserves the right to verify compliance with the requirements of the Code of Conduct. In the event of non-compliance with the Code of Conduct, an action plan will be used to jointly resolve the deviations.

Failure to do so will be considered a material breach of contract that will result in the termination of the business relationship.

Principles

1. Human Rights

The internationally recognized human rights are explicitly and sustainably supported and respected. It ensures that the supplier is not complicit in human rights violations.

2. Child Labor

Child labor and all forms of exploitation of children and adolescents are rejected. The corresponding local and national laws are complied with.

3. Forced Labor

Any form of forced labor (guilt, prison or military work) is denied. Trafficking is frowned upon, as are physical, mental and sexual violence.

4. Freedom of Association

The Supplier maintains the freedom of association and the effective recognition of the right to collective bargaining.

5. Discrimination

The supplier will not discriminate during hiring or employment. This applies in particular to ethnic or national origin, skin color, mental or physical disability, age, gender, creed or other personal characteristics. The company respects the privacy of its employees.

6. Remuneration and Working Hours

The supplier complies with the respective national laws and regulations regarding working hours, wages and salaries.

7. Environmental Protection

As a minimum standard, the supplier must comply with the applicable national laws and regulations. The supplier is expected to promote initiatives raising greater environmental awareness.

8. Anti-Corruption

The involvement in any corrupt or unethical actions, which impact on our business activities or public reputation are strictly forbidden.

Bad Vilbel, 10.05.2021



Michael Schmidt
Executive Technical and
In-House Logistics Manager



Peter Ochs
Central Purchasing Manager

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Confirmation of Compliance with the Code of Conduct Code of the HassiaGroup

Sender:

Date, Location	Signature, Company seal/stamp	
Bad Vilbel, 10.05.2021		
Date, Location	Michael Schmidt Executive Technical and In-House Logistics Manager	Peter Ochs Central Purchasing Manager