

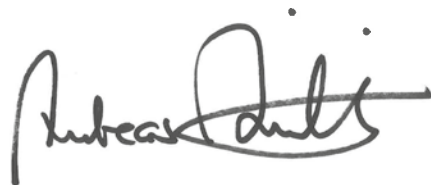


Code of Conduct

English

ERBSLÖH

Only if we progress responsibility
towards humanity and our planet,
will success have a future.



Dr. Andreas Dietrich
CEO ERBSLÖH Group of Companies



To achieve the best for our customers and employees, we strive to combine economic prosperity with responsible and fair social, ethical, and environmental aspects. Therefore, we continuously update our strategy of being a leader in innovation and operating in a trust-based, results-oriented culture.

Values like performance, trust, openness, and care are crucial for our culture and thus for our success. We carry out our day-to-day business and cooperation transparently, reliably, and equitably. Consequently, our definition of compliance means that we will comply with applicable laws, internal regulations and binding voluntary commitments.

Why is compliance so important to us? ERBSLÖH does not do "business at any price". Compliance strengthens the trust of our business partners, shareholders, the public and our ERBSLÖH community. However, trust does not occur on its own. We must work on it daily. ERBSLÖH's high reputation can be severely damaged by violations of our integrity, values, and commitments by individuals.

That's why we must be committed to embrace our compliance responsibilities. Please familiarize yourself with the content of our Code of Conduct and know that we act responsibly and accordingly. If you have any questions, please contact me as your Compliance Officer.

Thank You!

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GENERAL PRINCIPLES & OBLIGATIONS



The main compliance requirements and rules are specified in this Code of Conduct, which must be followed by all employees. They are required to familiarize themselves with these principles.

All supervisors are asked to act as role models. They therefore have a special responsibility and must ensure that employees under their supervision observe the rules of the Code of Conduct.

We expect that all our suppliers and business partners commit themselves to the same general principles and obligations.

This Code of Conduct may be supplemented by internal regulations which must correlate with it and must be disseminated appropriately within our company.

This Code of Conduct sets minimum standards and takes precedence over less stringent national laws.



If there is any conflict, mandatory local law shall prevail.

As a company, ERBSLÖH is committed to the principles of the International Charter of Human Rights,

the ten principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the labor and social standards of the International Labor Organization (ILO), and the principle of social partnership.¹

¹ International Charter of Human Rights: www.un.org/en/about-us/universal-declaration-of-human-rights
Ten principles of the UN Global Compact: unglobalcompact.org/what-is-gc/mission/principles
OECD Guidelines for Multinational Enterprises: mneguidelines.oecd.org/mneguidelines/labor
and social standards of the International Labor Organization (ILO): www.ilo.org/global/standards/lang-en/index.htm





In addition to the equality of all human rights, the following principles are especially important to ERBSLÖH:

- The right to equality of opportunity and freedom from discrimination
- The avoidance of all forms of child labor and forced labor
- The right to freedom of association and to collective bargaining
- Fair remuneration and additional benefits based on local market conditions
- Observance of applicable rules on working hours
- Reduction of impacts that damage the environment and responsible use of resources

Equality of opportunity, diversity, and fair and respectful treatment of others play a key role for ERBSLÖH as an employer. ERBSLÖH therefore expects its employees to act accordingly in their work. In their business relationships all employees must respect the rights of others, and national and cultural diversity. No employee, other person employed by ERBSLÖH, prospective employee or business partner shall be treated unfairly, accorded preferential treatment, placed at a disadvantage, or excluded based on race, ethnic origin, skin color, gender, religion or philosophy, physical constitution, appearance, age, sexual identity, or other attributes that are protected by law.

All forms of harassment are prohibited. ERBSLÖH does not tolerate actions that contribute to or support the violation of human rights.

If employees are concerned about any of the issues referred to in this section, they should contact their supervisor or the Human Resources department.



SAFETY, HEALTH & QUALITY

ERBSLÖH regards the protection of people's health and safety and environmental responsibility as essential elements of Corporate Behavior. The principles of Responsible Care are binding for ERBSLÖH worldwide.

ERBSLÖH produces and markets products that benefit people. The safety and environmental compatibility of the products has top priority for ERBSLÖH. Quality management is used to steadily improve products and production processes, avoid errors, further improve safety, and reduce the use of energy and raw materials.

ERBSLÖH has defined standards to ensure a uniform safety culture. It continuously drives forward measures to protect health and improve occupational, plant and transportation safety.

Material and production related risks are systematically reduced. To prevent danger to themselves and others, employees must always observe all relevant safety regulations. In addition, all applicable legal requirements on handling and producing chemical or biotechnology-based solutions must be observed. All employees are responsible for safety in their area of work. ERBSLÖH acts as a responsible neighbor for the communities around its sites. That includes providing transparent information and engaging in dialog where ever needed.



ENVIRONMENT & RESOURCES

ERBSLÖH informs its customers of the correct use and possible impact of its products on people and the environment in compliance with legal requirements. Fair competition provides an incentive for innovation and high-quality products for the benefit of consumers and a careful use of the air, water, and the soil.

We track the most important emission and consumption values to help us monitor our progress.

Our expectation is that all employees are involved in this process. We are diligently looking for alternatives that protect the environment and guarantee a safe product for our customers.

For example, we use digital technologies for meetings to reduce business trips, we heat our buildings sensibly and are deploying energy saving technologies like LED. Going forward, we intend to benefit from a photovoltaic system to reduce our carbon footprint.

Waste is disposed of in accordance with the statutory provisions. The construction, operation, modification, and extension of our production plants must comply with the permitting regulations.

Only in harmony with nature can the economy lead us to a future worth living.

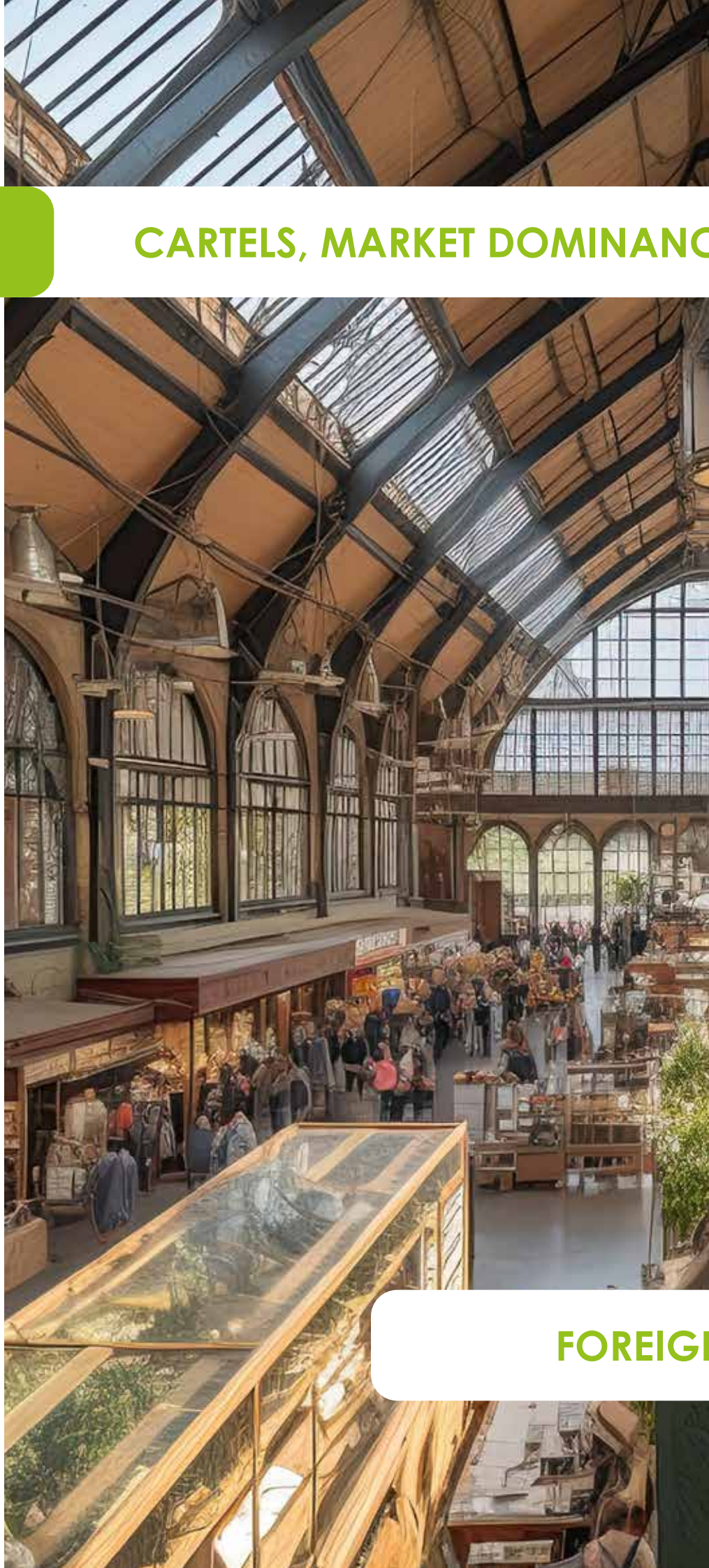


CARTELS, MARKET DOMINANCE

ERBSLÖH is committed to fair and free market dynamics and complies with all national and international antitrust, price fixing and market dominance laws, tax, and money laundering laws as well as against the financing of terrorism.

ERBSLÖH is aware of its corporate responsibility to meet all its obligations. In its worldwide operations, ERBSLÖH and its employees therefore observe the applicable national laws at all times. In view of the diversity of local laws ERBSLÖH employs accredited tax consultants and lawyers to ensure compliance and to avoid cross-border issues.

Payments to or by ERBSLÖH in cash are forbidden, except where the sums involved are negligible. All payments must comply with tax laws as well as anti-money laundering and anti-corruption regulations.



FOREIGN

CE & TAXES



Trade in goods, services and technologies is regulated by national and international laws. In the cross-border purchase or sale of products, services and technologies, employees must comply with the foreign trade and customs laws in their area of responsibility.

All imports and exports must be declared correctly and transparently to the customs authorities. Lawful conduct of import and export business must be evaluated in advance by our internal experts responsible for foreign trade based on the applicable regulations.

N TRADE & EXPORT CONTROLS





BAN ON CORRUPTION

ERBSLÖH bans all forms of corruption.

■ We do not tolerate corruption.

Corruption means requesting, accepting, offering, or granting personal benefits in connection with a business transaction or public function.

Such benefits are for instance a gift, an invitation or another favor that benefits the person involved or a third party, for example, a relative.

Since corruption normally distorts competition and jeopardizes the integrity of state conduct if a public official is involved, it is illegal in nearly all countries.



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DATA PROTECTION

ERBSLÖH ensures a uniform and appropriate level of data protection throughout the Group. ERBSLÖH uses methods of electronic data interchange for its own business purposes and for future innovative applications. At the same time, ERBSLÖH is aware of the associated risks. When handling personal data on employees and business partners, ERBSLÖH therefore protects and respects the personal

rights and privacy of the people concerned. ERBSLÖH's assets, resources including intellectual property, for example, inventions, patents, brands and certain confidential business-related information, need to be protected by every employee and every partner. In the same way ERBSLÖH is committed to protect the intellectual property of all its employees and partners.



SOCIAL & POLITICAL COMMITMENT



ERBSLÖH is convinced that social and political commitment is essential for the interaction between business and society - within the company and in its external relations. We demonstrate our social responsibility in a variety of different ways, through active action.

Internally, through fair development opportunities and working conditions for every employee, fair payment and the promotion of an inclusive culture that values the diversity of our employees. And we support the education of young people and facilitate their access to employment.

Externally, ERBSLÖH supports local associations, educational institutions, scientific institutions, and research, as well as other cultural, social, non-profit, and charitable causes with donations of money and materials.

All these activities are based on the principle of transparency, especially the political advocacy on behalf of ERBSLÖH.

We strive to transfer these values to our entire supply chain - worldwide!

Facts about ERBSLÖH

Who are we? What do we do? And how do we do it?

We see ourselves as a partner at your side and know that a long-term cooperation is based on trust. For this reason, we would like to introduce our company to you and show you our locations and teams on our website www.erbsloeh.com.

ERBSLÖH at a glance

Management	Dr. Andreas Dietrich
Employees	About 130
Product range	Special beverages treatment products
Distribution	All 5 continents/currently 50 countries
Service	More than 6,000 telephone consultations per year & more than 1,000 laboratory tests for specific requirements per year
Locations	ERBSLÖH Geisenheim GmbH, Geisenheim, Germany ERBSLÖH S.A.S. Servian, France ERBSLÖH ESPAÑA, S.L. Zaragoza, Spain ERBSLÖH Austria GmbH, Siegendorf, Austria

