

CODE OF CONDUCT

ETHICAL PRINCIPLES OF

- Stute Nahrungsmittelwerke GmbH & Co. KG,
- K-S-K Technische Betriebswerkstätten GmbH & Co. KG,
 - Paderborner Kühlhaus GmbH & Co. KG,
- Stute Bauträger- und Beteiligungs- GmbH & Co. KG,
 - Kühlhaus Bauträger GmbH & Co. KG und
- Stute Verpackungssysteme GmbH & Co. KG

Introduction

Dear colleagues,

With regard to this Code of Conduct we set out our values and standards of ethical business practices providing you and us with a reliable guideline in daily business within the Stute group and in relation to our business partners.

Every employee must observe the Code of Conduct and report any form of irregularities in order to contribute to the long-term success of the Stute group. The legal department and the management board will support and assist you in the implementation of the Code of Conduct.



Ewald Stute



Andreas Stute



Claudia Niemann



Josef Wrede



Christoph Frankrone



Bernd Schulte-Domhòf

Our ethical principles

Compliance with laws

Observing laws and regulations constitutes the basis of our responsible conduct. We observe each of the relevant national and EU legal provisions as well as the legislation of our international business partners and any guidelines we comply with on a voluntary basis such as the BSCI-Kodex.

Prevention of corruption and granting of undue advantages

Any type of corruption and granting of undue advantages - regardless of what form it might take - is not tolerable. Personal interests may not play any role in making any business decisions in relation to business partners as well as to public officials.

Data protection

To us it is of utmost importance protecting the personal data of our customers and employees and complying with national and international data protection rules. We arrange our security standards and gauge our conduct in order to protect personal data from being accessed or unlawfully used by unauthorized persons.

Sustainable environmental and climate protection

Sustainable environmental and climate protection as well as handling environmental resources as sparingly as possible are important pillars of our behavior. With regard to the development of new products and services, and to the operation of product lines we strive to limit the related impacts on environment and climate to the greatest extent possible and our aim is, that our products make a positive contribution to environmental and climate protection for our customers.

Protection of corporate property including business secrets

The business' property may only be used for business purposes. Every employee is obligated to protect it against loss, damage or theft. Business secrets and other confidential information must be treated in the strictest of confidence and protected from disclosure to unauthorised persons.

Safe working conditions

Compliance with safety standards – legally standardized, required by public officials and internally imposed – is indispensable in order to avoid accidents and damages to the health of our employees. Our employees receive regular training and instruction. Though, they are also expected to act cautiously and proactively in order to not endanger themselves or others.

Prohibition of forced and child labour

Any form of forced and child labour is prohibited. We acknowledge the right of our employees to form or join a trade union or to have employee representatives of one's choice within the domestic regulation. We respect the rights of adolescent workers.

Prohibition of discrimination

The protection of human rights and especially the protection of human dignity are the fundamental values in personal interaction. We do not tolerate any discrimination or unfair treatment.

Fair wages and salaries

Wages and salaries are individually arranged between employee and us governed by the minimum wage legislation as minimum allowance. Deductions from wages as a disciplinary measure are strictly prohibited.

Code of Conduct for our business partners

These ethical principles form the basis of our work also in respect to the relationship to our business partners and therefore need to be observed without fail by them. We reserve the right to review their conformity with our ethical principles and to request suitable countermeasures in order to avoid future breaches of the ethical principles.